COMMENTARY
Marjorie Griffin Cohen: Cronyism thrives in Canada Research Chair hiring process.
See **Page A3**

RAPPORT DU FORUM
Les droits de scolarité sont un facteur de l'accès aux études supérieures.
Voir **Page A5**

LE MOT DU PRÉSIDENT
Victor Catano : Soyons fiers de la position de principe du Canada sur l'Iraq.
Voir **Page A7**

Letters **A2**
Bookshelf **A6**
McMaster: A Restrictive Policy **A10**
Mount Allison et ses contractuels **A11**
Carrières **B1**

CAUT ACPPU
BULLETIN

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VOL 50 | NO 5 | MAY 2003 MAI CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS | ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

MPs James Rajotte, Canadian Alliance, Sébastien Gagnon, Bloc Québécois & Libby Davies, New Democratic Party at CAUT/CFS education forum.

Fees Limit Access, Forum Reports

SKYROCKETING tuition fees are keeping more and more qualified Canadians away from universities and colleges and are affecting the career choices of those that do go, concluded a national forum held in Ottawa last month.

The forum, organized by the Canadian Federation of Students and CAUT, brought together for the first time more than 60 representatives of professional associations, trade unions and community groups to discuss the impact of rising tuition fees on access to post-secondary education.

CAUT president Victor Catano told delegates that while governments and administrators may try to divide students and faculty over tuition hikes, the truth is they share the same concerns about rising fees.

"Every academic in this country was once a student," Catano said. "New professors being hired today are starting their careers with mortgage-sized debts. And all of us who work with students can see the stress they are under as most of them struggle to balance their studies with long hours of work – work they need to take on just to pay the bills."

Ian Boyko, national chairperson of the Canadian Federation of Students, said that with average undergraduate tuition fees rising more than 135 per cent in the last decade, Canada is moving toward an "elitist system of post-secondary education.

"Students from low and middle income families are already less than half as likely to hold a university or college degree. If our governments don't act soon, increased tuition fees are going to widen that gap even further." ■

Version française à la page A5.

Syndicalisation à l'Université Queen's

LES professeurs auxiliaires de l'Université Queen's ont voté à 76 p.100 en faveur de l'adhésion à la Queen's University Faculty Association en tant qu'unité de négociation distincte.

Richard Greenfield, président de l'association des professeurs, a dit que l'association

Voir QUEEN'S à la page A9 ☞

Queen's Adjuncts Vote to Certify

QUEEN'S adjunct-ones have voted 76 per cent in favour of joining Queen's University Faculty Association as a separate bargaining unit.

Richard Greenfield, president of the faculty association, said the association is "thrilled" to see such a "clear and positive endorsement" by the last remaining group of unprotected teachers on campus.

"QUFA is the collective bargaining representative for some sessional and contract instructors and this gives us the opportunity to extend more widely the protections of membership in the faculty association," Greenfield explained.

The adjunct-one group – part-time faculty teaching less than two course credits – is diverse, including career academics, retirees and professionals from outside the university.

See QUEEN'S Page A9 ☞

Academic Freedom Fund

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LETTERS
COURRIER

If Classical Historian Has a Harder Job, You Could Have Fooled Me

According to history professor John Jeffries Martin, "it simply takes more time to research and prepare a manuscript on Thucydides and the Peloponnesian War or the Umayyad dynasty of the early Islamic world than one on Alfred Hitchcock or John Wayne" (Commentary, Bulletin, March 2003).

Thanks Professor Martin, there's my next research quickie. Let's see now…

John Wayne (born Marion Morrison) made 160 films in his 40-year career, averaging around 90 minutes each. I would have to watch each film at least once before drafting my hypotheses, then most of them again, and the most pertinent films three or four times. To ensure accuracy, I must review every film I quote. Multiple viewing is necessary because film study goes beyond plot and dialogue to subtleties of lighting, setting, props, camera angle, editing, music, narrative structure and social context.

For the amount of time those preliminaries would take, you do the math. I'm just a film guy.

As relatively few of those works are available in proper format on DVDs or lasers, I would need to spend several months at film archives in California and at the Library of Congress. There, I would also investigate 70 years of Wayne film reviews, interviews and studies. His persona draws more on the popular press than on theses. Among the latter, *The Searchers* alone has generated several books. In film studies, as in respectable academia, one has to cover what's established before advancing one's fresh scholarship.

Going in, I would need a solid grasp of the history and conventions of all Wayne's genres: the war film, melodrama, the Biblical epic, historical costume drama, romantic comedy, sports film, biography, musicals, South Seas adventure, circus film, sea epic, Hollywood drama, gold rush films, aviation drama. And, oh yes – the western.

I would be responsible for the bibliographies on all his directors, with additional viewing of non-Wayne films, to define his function in their respective canons, and the biographies, films and interviews of his major co-stars.

I would have to incorporate recent theory on film acting styles, gender representation, national cinema, persona theory, and the shifting relationships between popular art and the social and political currents over Wayne's 40 years.

On all these subjects, key material is sometimes available only in French. And this is just for … John Wayne! Don't get me started on such heavyweights as Alfred Hitchcock or Woody Allen.

Obviously there are simpler studies to be done on Wayne – as there may be on Thucydides or the Umayyad. My point is there is nothing inherently easy about film studies.

I wonder that Professor Martin – a renaissance scholar, so to speak – so blithely assumes a historian who probes a modern event or principal has an easier time of it than a Classical historian. It's disappointing that such a reflex prejudice would be expressed with such assurance in a journal of the professoriate.

MAURICE YACOWAR
English & Film Studies
University of Calgary

Minister Replies to CAUT on American Border Control Policies

On Dec. 11, 2002 CAUT wrote to Foreign Affairs Minister Bill Graham raising concerns over the treatment of Canadian citizens caught up in the U.S. National Security Entry-Exit Registration System. NSEERS, which passed into law on Sept. 11, 2002, requires that certain foreign nationals submit to photographing, registration, and a fingerprint check against a national database of known terrorists, prior to being granted transit through, or entry into the U.S. In addition, individuals of these nationalities are required to register and check in periodically while staying in the U.S., as well as register when they leave. A full-text version of CAUT's letter is available at www.caut.ca/english/issues/hr_can/grahamletter.asp. The minister's reply of April 7, 2003 follows. – ed.

Thank you for your letter of Dec. 11, 2002 in which you raised the concerns of the Canadian Association of University Teachers with regard to the United States National Security Entry-Exit Registration System (NSEERS), and other issues relating to the actions of U.S. Immigration officials. I regret the delay in replying to you.

I understand that you were able to meet with my senior policy advisor, Mr. Robert Fry, on Dec. 11, 2002 to discuss some of your concerns. Given the time and thought that went into your letter, I can appreciate the seriousness with which your association takes this issue.

Since the terrorist attacks of Sept. 11, 2001 both Canada and the United States have had to reexamine the security processes in place at their borders. The government is committed to keeping the border secure, while respecting the rights of travellers entering and leaving Canada. Although we have close ties with the U.S. and our governments cooperate closely on border management, we do not always agree. This was certainly the case with the implementation of the NSEERS.

Before discussing the details of the NSEERS, and our reaction to it, it is important to note that the U.S. retains the authority to implement security measures at its border as it sees fit. Travellers seeking to enter the U.S. are not exercising a right, and the U.S. is under no obligation to allow individuals into the country.

That being said, the Government of Canada objected to the discriminatory way in which the NSEERS was being applied to some Canadian citizens. Given that Canadians born or holding citizenship in certain countries were being treated differently than other Canadians, I raised this issue with U.S. Secretary of State Colin Powell and Ambassador Paul Cellucci. It was unacceptable to me and to the Government of Canada that any Canadian citizens should be subjected to different treatment based solely upon their place of birth or ethnicity.

The U.S. administration heard our message and responded. Secretary of State Powell and Attorney General John Ashcroft both offered assurances that place of birth would not serve as a reason for an automatic referral for NSEERS registration. They underlined, however, that U.S. officials retain the discretion to require any traveller to register under the NSEERS if they have reasonable grounds to examine that individual more closely. This level of discretion is consistent with that given to border officials by most countries.

We take complaints about the mistreatment of Canadians by officials of other countries very seriously, and we have raised individual cases with the U.S. embassy when appropriate. We continue to follow the NSEERS program closely and to work with our U.S. friends to ensure that Canadians are treated equitably.

You mentioned several cases of Canadians who have been arrested or deported by U.S. authorities. We are following these cases closely and providing appropriate consular assistance. Regarding the case of Mr. Maher Arar, the Department of Foreign Affairs and International Trade and its officials in Canada, the United States, Jordan, and Syria have worked diligently to investigate the events leading to Mr. Arar's deportation by the United States and his subsequent detention in Syria.

My department will continue to pursue this matter and will provide all possible assistance to Mr. Arar. The Canadian Consul in Damascus has visited Mr. Arar on numerous occasions, and these visits will continue. Mr. Arar is doing as well as could be expected given the circumstances. We hope that the Syrian authorities will complete their investigation soon and permit Mr. Arar to return to Canada.

My officials and I understand the importance of the issues that you have raised. While we are committed to standing with the Americans to ensure our collective security, we are also committed to ensuring that the rights and freedoms of Canadians are respected at home and abroad. We will continue to bring cases to the attention of U.S. authorities as appropriate, and we will work with them to minimize the impact of security measures on legitimate Canadian travellers.

I understand that departmental officials have assisted you in arranging a meeting with U. S. Embassy staff to discuss your concerns, and I commend you for your efforts.

Thank you again for sharing your views on these matters with me.

BILL GRAHAM
Minister of Foreign Affairs
Government of Canada

Background: Bulletin report January 2003 available at www.caut.ca.

COMMENTARY
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PRESIDENT'S COLUMN

Canadians Can Be Proud of Our Government's Stance on Iraq

By VICTOR CATANO

LAST November, CAUT issued a statement on possible military intervention in Iraq by the United States and its allies. We expressed our view that Canada should remain committed to a UN-based process in dealing with the regime in Iraq. We expressed our belief that the U.S. or any nation taking military action independent of the UN could lead to catastrophic outcomes. As well, we stated that unilateral military action without the approval of the UN Security Council contravened the UN Charter. We advanced this position from CAUT's perspective as an organization of scholars and academics committed to resolving disputes through reason, knowledge and understanding, and not through violence.

Regrettably, the U.S. and its allies did invade Iraq without UN support. The Canadian government and Prime Minister Jean Chrétien adopted a principled position in not having Canada participate in the war on Iraq without UN approval for that action. The prime minister and his government should be congratulated for maintaining this position against enormous pressure from vested interests. Hardly a day went by during the war without newspaper attacks on the government for its position, and without reporting that resembled cheerleading for the U.S. rather than observation.

The best statement on many of these news reports and commentaries was made by Patricia Pearson, the granddaughter of Lester B. Pearson, who quit her position as a columnist for the National Post when she felt the Post's biased coverage of the war on Iraq went too far and was doing Canada harm. "I cannot sit back and watch this nation attacked, relentlessly and viciously, by a newspaper that would trash so much of what we believe in, from tolerant social values to international law, belittling us for having our beliefs, while turning around and saying that what makes America great is Americans' ardour in defending their beliefs," she wrote in the Globe and Mail on April 19.

The war has had severe social, economic and cultural consequences for Iraq as well as for the international community. The most grievous is the death of thousands of people. The number of innocent Iraqi children and civilians killed in the war has yet to be reported. We do know that more than 200,000 Iraqis died in the aerial bombardment in the 1991 Gulf war, with another 170,000 children, as estimated by UNICEF, dying in the aftermath of the war owing to the destruction of the alimentary infrastructure and economic sanctions placed on Iraq.

We do know the devastation the war has caused to Iraqi cities, to its universities and to its cultural institutions, particularly Baghdad's National Museum of Antiquities and its National Library. The loss of important cultural artifacts through looting or wanton destruction is a loss for the history of all human civilization. Every academic discipline is affected by these losses.

We care deeply about both the loss of human life and the destruction of our cultural heritage. The looting and pillaging of the museum and library were foreseen, as many provincial museums had been looted following the Gulf war. In the months preceding the invasion, museum directors and curators from around the world asked the Pentagon and U.S. government officials to put in place measures that would safeguard Iraq's cultural heritage.

Despite enormous pressure, Canada maintained position on the Iraqi war.

Richard Moe, president of the National Trust for Historic Preservation wrote to Secretary of State Colin Powell to urge the U.S. to "safeguard ... the national Museum of Iraq." He also called upon U.S. Defence Secretary Donald Rumsfeld, to "strongly urge the coalition forces to take full responsibility for safeguarding Iraq's remaining museum collections and monuments."

Martin Sullivan, chairman of the U.S. President's Advisory Committee on Cultural Property, resigned in protest. In resigning, Sullivan wrote: "The tragedy was foreseeable and preventable ... [it] was not prevented, due to our nation's inaction."

Sullivan also made the point in his resignation letter that, "While our military forces have displayed extraordinary precision and restraint in deploying arms – and apparently in securing the Oil Ministry and oil fields – they have been nothing short of impotent in failing to attend to the protection of [Iraq's] cultural heritage." Mr. Sullivan could also have noted the rapidity of the coalition forces in securing $1 billion in gold bullion while the looting was in progress.

Apologists for the failure of the U.S. and Britain to secure the cultural sites rest their case on the grounds that much of the looting was organized theft. What the apologists ignore is that both the U.S. and Britain are signatories of both the Geneva and Hague conventions. The former requires occupying armies to prevent "pillaging." The Hague Convention deals specifically with the protection of cultural property in the event of armed conflict. It requires signatories to safeguard and preserve the cultural property of occupied countries. When an occupying force takes over another country it becomes responsible for the protection of that country's people, property and institutions. Both the U.S. and Britain failed to meet their obligations under these treaties and international law.

The war has seriously damaged Iraq's universities, which were once the pride of the Arab world. This damage has compounded the atrocities and perversions foisted on Iraqi scholars and universities by Saddam Hussein's regime. The University of Basra and the University of Tikrit were looted, the University of Baghdad was the scene of armed combat, and there is a huge crater in the midst of Al-Mustansiriya University.

The American government plans to control the reconstruction of Iraq's educational infrastructure through its Office of Reconstruction and Humanitarian Aid. According to the Chronicle of Higher Education, some American philanthropic organizations are reluctant to become involved in this reconstruction as they see higher education based on academic independence and not "mechanisms of control" or as being compatible with a military occupation.

In response to these events, it is imperative that the Canadian government work through the United Nations to end the military occupation of Iraq and to place the reconstruction of that country into the hands of the UN and through it, the Iraqi people. In addition to providing peacekeepers, the Canadian government should assist in humanitarian efforts and the reconstruction of Iraq's cultural institutions and universities. As academics, we must be concerned about more than just our own academic freedom and welfare. ■

Version française à la page A7.

Cronyism Thrives in CRC Hiring Process

By MARJORIE GRIFFIN COHEN

THE Canada Research Chairs program is one of the federal government's showcases to reverse the "brain drain" and to attract – according to the prime minister – "the best and the brightest" researchers to Canada. But one of its problems is that it also is a system that reinstates all of the worst aspects of paternalistic favoritism in the university hiring process.

The CRC program was created in 2000 with a budget of $900 million to support 2,000 research chairs at universities across the country. All the chairs are to be in place by 2005 and about half of them already have been appointed.

The chairs are a good deal for whoever gets them. Senior scholars can be awarded a Tier I chair that is worth $200,000 a year and junior scholars can be awarded a Tier II chair worth $100,000 a year. The chairs also receive associated "infrastructure funding" from the Canada Foundation for Innovation. But aside from the monetary awards there is release from the other normal duties of academics that slow down research – namely teaching.

Universities have proven to be exceptionally difficult institutions to diversify. This changed somewhat over the years mainly through demands for openness in hiring to allow scholars from traditionally excluded groups to compete for jobs. Something as simple as the requirement to advertise all academic positions made an enormous difference in the selection pool.

The results also changed once department committees conducted the hiring process and departments voted on the candidate. These procedures eliminated the most blatant aspects of cronyism associated with the old boys networks, because it became harder to justify hiring only white men when good candidates from other groups were clearly available.

These normal hiring procedures in universities have been bypassed in most cases with the federal government's CRC program. This is because the government does not require that universities design and comply with an appointment process that ensures equitable treatment of historically disadvantaged groups protected under the Canadian Human Rights Act. It just gave the money to the administrators. It also set up the program so that individuals could not apply directly for these chairs, but had to be nominated by a university.

Universities are behaving shamelessly in divvying up the CRC chairs. Many administrators ignore normal hiring practices and conduct "single candidate" searches to hire people they know, their best friends, or their favourite students. The Tier II chairs, which were intended for junior researchers, have sometimes been filled with full professors who can't measure up to the Tier I requirements.

The results are reminiscent of the 1950s. Only 16 per cent of the CRC chairs are going to women, despite the fact that 25 per cent of tenured faculty are women and 39 per cent of those in positions leading to tenure are women.

Some universities are worse than others. For example, of 14 chairs given out at my own university and 11 at the University of Saskatchewan, only one was given to a woman. But Carleton University is worse: 11 chairs have been allotted and none have gone to women. Other universities, like McGill, seem relatively progressive, with nine of 43 chairs going to women, but it is still a middling performance.

The biggest scandal in the CRC program is the complete disregard for the other groups covered by human rights legislation in Canada. The law prohibits discrimination based on sex, age, race, sexual orientation, colour, disability, national and ethnic origins and family status. But the government does not collect these statistics on CRC appointments and does not require the universities to keep records either.

These groups already are poorly represented in universities. Visible minorities, for example, have about 19 per cent of the PhDs in the country, but hold only 10 per cent of the faculty positions. The CRC program seems designed to accentuate these kinds of inequalities.

Alan Rock, the minister responsible for the CRC program, was questioned in the House of Commons on March 21 about human rights violations in the program. He said, "we have, among other things, asked the secretariat to strictly enforce rules on the distribution of the chairs to both genders." This would be good, if there were such rules, but none exist for women or any other groups. ■

Marjorie Griffin Cohen is a professor of political science and women's studies at Simon Fraser University. She is one of eight professors who have initiated a complaint with the Human Rights Commission against Industry Canada over the discriminatory practices in the CRC program. The others are Louise Forsyth, University of Saskatchewan; Glenis Joyce, University of Saskatchewan; Audrey Kobayashi, Queen's University; Shree Mulay, McGill University; Michèle Ollivier, University of Ottawa; Susan Prentice, University of Manitoba and Wendy Robbins, University of New Brunswick.

The views expressed are those of the author and not necessarily those of CAUT.

NATIONAL FORUM REPORT
RAPPORT DU FORUM

FEATURE from Page A1

Delegates Warn of Disparities in Education

WHILE all working families want their children to get a university or college education, they are finding it more and more difficult to pay the costs, says Barb Byers, executive vice-president of the Canadian Labour Congress.

"Access to education means increased opportunities," she told the forum in a plenary session. "By raising fees beyond most working peoples' means we're closing the door to universities and colleges, and to the future of our young people. This is a national tragedy."

Danielle Martin, president of the Canadian Federation of Medical Students, said the situation faced by students in professional programs is even worse.

In 1997, tuition fees at the University of Toronto's medical school were almost $5,000, according to Martin. This year, students are being forced to pay more than $15,000.

"The result of this is that we're seeing less diversity in the classroom as lower- and middle-income families are finding it more difficult to pay the cost of tuition."

She said a survey undertaken at the University of Western Ontario revealed that in a span of just three years, as tuition fees increased, the average family income of those attending medical school rose from $80,000 a year to $142,000.

Martin added that the increasing debt load being forced on medical students to finance their education is influencing their career choices.

"We now have the lowest number of medical school students ever in Canada who are entering family medicine," Martin said. "With huge debt loads, who will be able to practice family medicine or public health, or work in rural communities where services are desperately needed? I don't think governments have considered how rising fees are adversely affecting our health care system."

Charles Smith, equality advisor with the Canadian Bar Association, said similar issues are surfacing in the legal profession as rising law school fees are making a career in some fields, like family law and human rights law, less attractive.

"The issue is made worse by the fact that the diversity of the legal profession is being adversely affected by rising fees," Smith argues. "Visible minorities and other equity-seeking groups who bring the interests of their communities to the profession are finding the financial barriers to be insurmountable." ■

Politicians Look for Solutions

REPRESENTATIVES of the main federal political parties were invited to the forum to present their views on what should be done to improve access to post-secondary education.

Libby Davies of the New Democratic Party said the federal government needs to take immediate steps to reduce student debt and roll back tuition. She also called for Ottawa to find ways to provide long-term and stable funding for post-secondary education.

"The measure of an enlightened society is founded on its recognition of education as a right, that all individuals should be able to develop their full potential," Davies said.

Education is the "raw material for the development of a community and its young people," argued Sébastien Gagnon of the Bloc Québécois, adding that the province of Quebec has made access a priority by freezing tuition fees.

"At the federal level, we want to protect education as a provincial jurisdiction, but we would support the introduction of federal tax credits on student debt repayments," Gagnon said.

Canadian Alliance Party member James Rajotte said the federal government should ensure that post-secondary education is accessible, is of high quality, and that there are opportunities for students upon graduation.

"The Canadian Alliance believes that the federal government should increase its transfers for post-secondary education and provide more tax relief for students and their families," Rajotte said.

He also proposed the Canada Student Loan Program be converted into an income contingent loan system whereby students would repay their loans based on their employment earnings after graduation.

An income contingent loan system would escalate debt levels, student representatives argued.

"Basing repayment on income is a bad idea because it means the less you make the more you'll actually pay," said Joel Duff, Ontario chair of the Canadian Federation of Students. "Just like a car loan or a mortgage, the faster you pay off your debt the less interest you pay. If you take longer to pay, you're going to have a lot more interest." ■

Sobering Thoughts, Networking as National Forum Concludes

JAMES Cemmell of the National Unions of Students in Europe said new research shows the introduction of tuition fees in England has widened the "class divide" in the British universities.

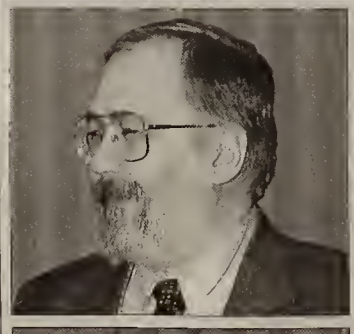
"In 1991, about 13 per cent of children from Britain's lowest social class went to university," Cemmell said. "By the end of the decade, after off the Blair government introduced tuition fees and abolished the student grant program, this figure fell to 7 per cent. At the same time, participation from the highest social classes jumped from 55 to 72 per cent."

In a roundtable discussion, delegates agreed there was a need to continue working together.

"In health care, we had to build a broad coalition to put the issue of medicare on the public agenda," noted Kathleen Connors, president of the Canadian Federation of Nurses Unions.

Andrew Jones, executive director of the Canadian Dental Association, suggested there may be a need for a similar coalition on the issue of access to post-secondary education.

"I think there is a need for us to continue this dialogue so that we as a country can get back to the values that are important to us," said Dana Hanson, president of the Canadian Medical Association. ■



▲ Above

Dana W. Hanson
President, Canadian Medical Association

◀ Top to bottom

Marc Lagana
Secretary, FQPPU

Victor Catano
President, CAUT

Ian Boyko
National Chair, Canadian Federation of Students

Facing page ▶
(from top left)

Barb Byers
Executive Vice-President, Canadian Labour Congress

Charles Smith
Equality Advisor, Canadian Bar Association

Danielle Martin
President, Canadian Federation of Medical Students

Kathleen Connors
President, Canadian Federation of Nurses Union

James Turk
Executive Director, CAUT

Doug Willard
President, Canadian Teachers' Federation

Bruce Sells
Executive Director, Canadian Federation of Biological Societies

Paul Ledwell
Executive Director, Canadian Federation for the Humanities & Social Sciences

Denise Doherty-Delorme
Research Officer, Professional Institute of the Public Service of Canada

David Robinson
Associate Executive Director, Policy & Communications, CAUT

Tim Mark
Executive Director, Canadian Association of Research Libraries

De haut en bas ▶

Kathleen Connors, Présidente, Fédération canadienne des syndicats d'infirmières/infirmiers

James Turk, Directeur général, ACPPU

Doug Willard, Président, Fédération canadienne des enseignantes et des enseignants

Bruce Sells, Directeur général, Fédération canadienne des sociétés de biologie

Paul Ledwell, Directeur général, Fédération canadienne des sciences humaines

Denise Doherty-Delorme, Agente de recherche, Institut professionnel de la fonction publique du Canada

David Robinson, Directeur général associé, Politiques et communications, ACPPU

Tim Mark, Directeur général, Association des bibliothèques de recherche du Canada

◀ Sens horlogique, à partir de la gauche

Barb Byers, Vice-présidente exécutive, Congrès du travail du Canada

Charles Smith, Conseiller en égalité, Association *du barreau canadien*

Danielle Martin, Présidente, Fédération des étudiants en médecine du Canada

Les droits de scolarité sont un facteur de l'accès aux études supérieures

LORS d'un forum national tenu à Ottawa le mois dernier, on a conclu que les droits de scolarité exorbitants éloignaient de plus en plus des Canadiennes et Canadiens qualifiés des universités et des collèges et qu'ils influaient sur le choix de carrière des personnes qui s'y inscrivaient.

Organisé par la Fédération canadienne des étudiantes et étudiants et l'ACPPU, le forum a rassemblé plus de 60 personnes représentant des associations professionnelles, des syndicats et des groupes communautaires pour discuter des effets de la hausse des droits de scolarité sur les études postsecondaires.

Le président de l'ACPPU, Victor Catano, a déclaré aux délégués que les gouvernements et les administrateurs essayaient peut-être de diviser la population étudiante et le corps professoral sur la question des hausses des droits de scolarité. La vérité, cependant, est qu'ils partagent les mêmes préoccupations sur cette question.

« Chaque universitaire de ce pays a été un jour un étudiant », a dit M. Catano. « Les professeurs embauchés aujourd'hui ont débuté leur carrière avec des dettes du même ordre qu'une hypothèque. Nous qui travaillons chaque jour avec des étudiants, nous pouvons constater le stress qu'ils subissent, car un nombre grandissant d'entre eux luttent pour concilier les études et les longues heures de travail, travail dont ils ont besoin pour payer les factures. »

D'après Ian Boyko, président national de la Fédération canadienne des étudiantes et étudiants, les droits de scolarité moyens du premier cycle ont augmenté en moyenne de plus de 135 p. 100 depuis dix ans. Il croit que le Canada se dirige vers un système d'enseignement postsecondaire élitiste.

« Déjà, moins de la moitié des étudiantes et étudiants issus de familles à faible et à moyen revenu sont susceptibles de décrocher un diplôme universitaire ou collégial. Si nos gouvernements n'agissent pas bientôt, les droits de scolarité accrus vont creuser davantage cet écart. »

Diversité

Pour Barb Byers, vice-présidente exécutive du Congrès du travail du Canada, toutes les familles veulent que leurs enfants fassent des études universitaires ou collégiales, mais elles ont de plus en plus de difficulté à en payer le coût.

« L'accès à l'éducation accroît les possibilités », a-t-elle dit lors d'une plénière. « En augmentant les droits de scolarité au-delà de ce que peuvent se permettre la plupart des travailleurs et travailleuses, nous fermons la porte des universités et des collèges, et nous bouchons l'avenir de nos jeunes. C'est une tragédie nationale. »

Danielle Martin, présidente de la Fédération des étudiants en médecine du Canada, a parlé de la situation des étudiants et étudiantes des programmes professionnels qui est encore pire.

En 1997, les droits de scolarité de l'école de médecine de l'Université de Toronto s'élevaient à près de 5 000 $. Cette année, la population étudiante doit payer plus de 15 000 $.

« En conséquence, il y a moins de diversité dans les salles de cours, car les familles à faible et à moyen revenu trouvent plus difficile de payer le coût des études. »

Elle a mentionné une étude effectuée à l'Université Western Ontario qui a révélé que, en l'espace de seulement trois ans, alors que les droits de scolarité augmentaient, le revenu moyen familial des personnes fréquentant l'école de médecine est passé de 80 000 $ par année à 142 000 $.

« Les lourdes dettes que les étudiantes et étudiants en médecine doivent contracter pour financer leurs études influencent leur choix de carrière », a-t-elle expliqué. « Pour la première fois au Canada, nous avons maintenant le nombre le plus faible d'étudiants qui choisissent la médecine familiale. Avec d'énormes dettes, qui pourra exercer en médecine familiale ou en santé publique, ou travailler dans les régions rurales qui ont désespérément besoin de services? Je ne pense pas que les gouvernements ont songé à quel point la hausse des droits de scolarité nuit à notre système de santé. »

Charles Smith, conseiller en égalité à l'Association du Barreau canadien, a mentionné que les mêmes problèmes surgissaient dans la profession juridique où la hausse des droits de scolarité dans les écoles de droit rendait moins attirante une carrière dans certains domaines, notamment le droit de la famille et les droits de la personne.

« La situation est aggravée par le fait que la hausse des droits de scolarité nuit à la diversité de la profession juridique », soutient-il. « Les minorités visibles et d'autres groupes d'équité, qui apportent à la profession les intérêts de leur communauté, trouvent que les obstacles financiers sont insurmontables. »

Accessibilité

Des représentants des principaux partis politiques fédéraux ont été invités au forum pour donner leur opinion sur les moyens d'améliorer l'accès à l'enseignement postsecondaire.

Libby Davies, du Nouveau parti démocratique, a avancé que le gouvernement fédéral devait prendre des mesures immédiates pour réduire l'endettement étudiant et pour diminuer les droits de scolarité. Elle a également demandé au fédéral de fournir un financement stable et à long terme à l'enseignement postsecondaire.

« Une société évoluée se fonde sur la reconnaissance du droit à l'éducation et du fait que toute personne devrait pouvoir s'épanouir pleinement », a déclaré M^me^ Davies.

« L'éducation est la matière brute du développement d'une collectivité et de ses jeunes », a affirmé Sébastien Gagnon du Bloc Québécois. Il a ajouté que le Québec avait accordé la priorité à l'accès en gelant les droits de scolarité.

« Au palier fédéral, nous voulons protéger l'éducation en tant que compétence provinciale, mais nous appuyons l'introduction de crédits d'impôt fédéraux pour le remboursement des dettes d'études », a-t-il affirmé.

Voir FORUM à la page A12 ☞

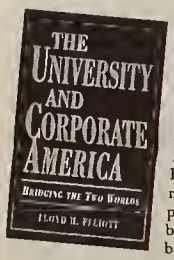
BOOKSHELF
COIN DES LIVRES

QUICK REVIEWS

Beyond the Campus: How Colleges and Universities Form Partnerships with their Communities

David Maurasse. New York: Routledge, 2001; 224 pp; hardcover $85 US., paper $20.95 US.

In most cities in the United States and Canada, the local college or university is the largest employer. The role of the university and its relationship to the community has long been a highly debated topic among educators, administrators and local business leaders. David Maurasse, through an in-depth study of four schools – University of Pennsylvania, San Francisco State University, Xavier University and Hostos Community College in New York, offers a passionate appeal for community partnerships. Going further than a single explanation of the problems at hand, *Beyond the Campus* offers a roadmap for both universities and local institutions to work together for the good of their community. On both sides, as Maurasse clearly articulates, partnerships can be win/win situations.



The University and Corporate America: Bridging the Two Worlds

Lloyd H. Elliott. Washington: National Heritage Books, 2001; 338 pp; hardcover $29.95 US.

As a young university administrator, Lloyd Elliott got his first glimpse of how the business and academic communities differ in practice and philosophy when he joined the board of directors of a small New England bank. It was the beginning of a career that would ultimately take him to the presidency of George Washington University in Washington, D.C. and to membership on the boards of some 50 corporations and not-for-profit organizations. For more than 40 years he traveled between these two dissimilar worlds – higher education and corporate America – discovering their strengths and weaknesses, their differences and similarities. Above all, he learned that there was often a mutual lack of understanding – and sometimes disrespect – between the two. In *The University and Corporate America*, Elliott draws on his wide experiences in an attempt to bring about a broader understanding of business on the part of academics and clearer insights into colleges and universities on the part of men and women in private enterprise. His goal: To bridge the two worlds. He reveals with striking realism the strengths and weaknesses of the corporate sector and academia as he witnessed them first-hand. Candidly, he deals with greed and philanthropy in both worlds, the use and misuse of power, the successes and failures of university and corporate leaders, and intrigue and prejudice on the campus and in the boardroom – including the ongoing struggle of women to gain equal opportunity. Throughout his book, he points to effective practices followed unilaterally by each group that would benefit both, stressing that working together cooperatively would lead to a better, more productive society for all.

Quick Reviews produced from information supplied by publishers.

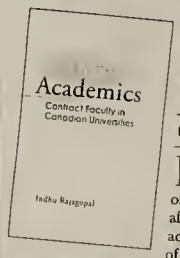
HOMEWORK!

Redecorating

CAUT is having two of its offices repainted. The larger office has twice the area of the smaller. One day, a band of painters came in and they all worked on the larger office until the middle of the working day. Then they split into two equal groups. One remained in the larger office and finished it at the end of the day. The other moved to the smaller office, but were unable to finish the job by the end of the day. So, on the following day, a single painter spent the whole day completing the decorating of the smaller office. All the painters worked steadily at the same rate during the whole time. How many painters were there altogether?

Homework!, a regular feature of the *Bulletin*, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. **Answer on page A11.**

Promoting Greater Inclusiveness for Our Contract Members



Hidden Academics: Contract Faculty in Canadian Universities

Indhu Rajagopal. Toronto: University of Toronto Press, 2002; 330 pp; hardcover $65 CA., paper $27.50 CA.

By KAREN M. NEEDHAM

I BECAME involved in advocacy work on behalf of part-time faculty in 1999 after working as a contract academic at the University of British Columbia for almost a decade. Thus, I was eagerly awaiting the release of *Hidden Academics: Contract Faculty in Canadian Universities* by Indhu Rajagopal. Although many good books and articles on the plight of sessionals have been published over the years, most are from an American point of view, so word of a book written from a Canadian perspective was welcome news.

Indhu Rajagopal was born in India in 1938 and moved to Canada in the late 1960s to study at the University of Toronto. As a youth, she became interested in the social system of her homeland and brought that interest with her to Canada. Rajagopal was surprised to find a number of similarities between the political system in India and the academic hierarchy in Canada as she made her way through the ranks from part-timer to full-timer, finally achieving tenure in the late 1980s. With her breadth of experience, she brings a comprehensive outlook to her study of contract academics in Canada.

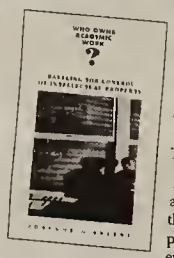
Rajagopal introduces the reader to contract faculty across Canada – who they are, how they emerged as an underclass, and why they have become a permanent and indispensable part of academia. The author examines the effect on contract academics of creating a two-tiered system, as well as on those with whom they share a workplace. The contrast between the needs and perceptions of part-timers versus full-timers and administrators is highlighted. In a broader socio-political context, she also investigates universities' power structures.

Although the issue of contract faculty has been examined by others, Rajagopal has gone beyond the largely anecdotal format of most other works to present some hard (in more ways than one) data in support of her theses. Results are based on six national surveys conducted from 1990 to 1992. Information was gathered from part-timers as well as from full-time faculty and administrators with whom they interact. Sixty-one percent of all part-timers in Canada at 20 different universities were represented in Rajagopal's sample population.

While part-timers were selected randomly (four out of every five from each university), universities were chosen based on characteristics such as location, size, research orientation and disciplinary areas. Seven types of administrators were surveyed at each institution, as well as, on average, one out of every five full-timers at each. Response rates ranged from 41 to 48 per cent.

See HIDDEN ACADEMICS Page A10 ☞

Stakes High in Battle for Intellectual Property Rights



Who Owns Academic Work? Battling for Control of Intellectual Property

Corynne McSherry. Cambridge, Massachusetts & London: Harvard University Press, 2001; 275 pp; hardcover $29.95 US.

By IKECHI MGBEOJI

BARELY 15 years after some perceptive scholars sounded the alarm on the challenges posed by corporate participation in and emerging control of research in academic institutions, Corynne McSherry's book examines how the predicted propertization of academic work is shaking up the professoriate and challenging contemporary norms of intellectual property.

Previously construed and accepted as a public resource, academic work – and by logical extension – academic freedom, has in the past decade been co-opted into the domain of private property through the instrumentality of intellectual property regimes. The question of who owns academic work in the modern era is not merely legal; it traverses the gamut of politics, economics and social values. In this complex mix, the stakes are high, indeed, exceedingly high.

As McSherry hints, more worrisome in the trend towards private ownership of academic work in the universities and similar institutions is the litigious struggle by some academics and their corporate sponsors to "hoard" knowledge which would otherwise be in the public domain, and fence such knowledge with an array of intellectual property rights ready for sale only to those with money to buy.

While this phenomenon may sometimes be embraced in some quarters as an admirable template for "university-industrial cooperation," the paradox is that in an information age such as ours, excessive propertization of academic work is akin to a post-modern feudalistic indulgence in avaricious profiteering. Such a lamentable situation marks a disturbing constriction of the public domain.

The main strength in McSherry's work is that it draws from legal, historical and qualitative research. Structurally, the book is divided into five chapters with a common theme. In particular, the author raises and seeks to answer the question of whether in fact there is a "crisis" in the emerging convergence between corporate sponsorship of university research and propertization of information derived from such collaboration.

Moving beyond the traditional rhetoric of ascribing "crisis" to every mundane challenge in human history, McSherry makes a strong argument that the convergence of the conflicting concepts marks a departure from the banality usually associated with exaggerated or premature claims of the emergence of a "conflict." In her view, there is a real crisis. McSherry's thesis is anchored on a conceptual dichotomy

See WHO OWNS ACADEMIC WORK? Page A8 ☞

NEWS ACTUALITÉS

LE MOT DU PRÉSIDENT

Soyons fiers de la position de principe du Canada sur l'Iraq

Par VICTOR CATANO

En novembre dernier, l'ACPPU a émis une déclaration sur une intervention militaire possible en Iraq par les États-Unis et ses alliés. Nous avons exprimé l'opinion selon laquelle le Canada devrait demeurer fidèle à un processus de négociation des Nations Unies avec le régime iraquien actuel. Nous avons estimé que les conséquences d'une action militaire menée par les États-Unis ou un autre pays indépendamment des Nations Unies pouvaient être catastrophiques. En outre, nous avons soutenu qu'une action militaire unilatérale sans l'accord du Conseil de sécurité des Nations Unies contrevenait à la Charte de l'ONU. Nous avons avancé cette position du point de vue de l'ACPPU en tant qu'organisme composé d'universitaires engagés à résoudre les litiges par la raison, la connaissance et la compréhension et non par la violence.

Il est regrettable que les États-Unis et ses alliés aient envahi l'Iraq sans l'aval des Nations Unies. Le gouvernement canadien et le premier ministre Jean Chrétien ont adopté une position de principe n'engageant pas la participation du Canada à la guerre en Iraq sans le consentement des Nations Unies. Il faudrait féliciter le premier ministre et son gouvernement pour avoir maintenu cette position malgré l'énorme pression d'intérêts acquis. Pratiquement chaque jour pendant la guerre, les journaux s'en prenaient à la position du gouvernement et présentaient des reportages qui ressemblaient davantage à une acclamation des États-Unis qu'à des observations.

Patricia Pearson, petite-fille de Lester B. Pearson, est celle qui a fait la meilleure déclaration parmi ces nombreux reportages et commentaires. Elle a quitté son poste de chroniqueure au National Post lorsqu'elle a senti que la couverture partiale que le journal faisait de la guerre allait trop loin et nuisait au Canada. « Je ne pouvais pas rester là à me croiser les bras et à regarder le pays se faire attaquer impitoyablement et méchamment par un journal qui dénigrait tant de choses auxquelles nous croyons, des valeurs sociales tolérantes au droit international, nous rabaissant à cause de nos convictions, puis faisant volte-face en disant que ce qui fait des États-Unis un pays magnifique c'est l'ardeur des Américains à défendre leurs convictions », a-t-elle écrit dans le Globe and Mail le 19 avril.

La guerre a eu de graves conséquences sociales, économiques et culturelles pour l'Iraq et pour la communauté internationale. Les plus douloureuses sont la mort de milliers de gens. Le nombre d'innocents enfants iraquiens et de civils tués pendant la guerre n'a pas encore été confirmé. Nous savons que plus de 200 000 Iraquiens sont morts lors des bombardements aériens de la guerre du Golfe en 1991. L'UNICEF estime qu'environ 170 000 enfants sont décédés après la guerre des suites de la destruction des infrastructures alimentaires et des sanctions économiques imposées à l'Iraq.

Nous savons que la guerre a dévasté des villes iraquiennes, des universités et des institutions culturelles, en particulier le musée national des antiquités de Baghdad et la bibliothèque nationale. La disparition d'importants vestiges culturels à cause du pillage ou de la destruction gratuite est une perte pour l'histoire de la civilisation humaine. Chaque discipline universitaire est touchée par ces pertes.

Nous nous préoccupons vivement des pertes de vie humaine et de la destruction de notre patrimoine culturel. Le pillage et le saccage du musée et de la bibliothèque étaient prévisibles, car de nombreux musées provinciaux avaient été pillés après la guerre du Golfe. Durant les mois qui ont précédé l'invasion, des directeurs et conservateurs de musées du monde entier ont demandé au Pentagone et à de hauts fonctionnaires du gouvernement américain de mettre en œuvre des mesures de protection du patrimoine culturel de l'Iraq.

Richard Moe, président du National Trust for Historic Preservation a écrit au secrétaire d'État Colin Powell pour exhorter les États-Unis à préserver le musée national d'Iraq. Il a aussi demandé au secrétaire de la Défense, Donald Rumsfeld, d'enjoindre les forces de la coalition de prendre l'entière responsabilité de la sauvegarde des collections et des monuments iraquiens qui restent.

Martin Sullivan, président américain du comité consultatif sur les biens culturels, a donné sa démission en signe de protestation. Dans sa lettre de démission, il a déclaré que la tragédie était prévisible et évitable. « Elle n'a pas été évitée à cause de l'inaction de notre pays. »

Dans sa lettre de démission, M. Sullivan a également souligné le fait que, « bien que nos forces militaires aient fait preuve d'une extraordinaire précision et de la retenue dans le déploiement des armes — et apparemment pour sécuriser le ministère du pétrole et les champs pétrolifères — elles ont été impuissantes à assurer la protection du patrimoine culturel iraquien ». M. Sullivan aurait aussi pu ajouter la rapidité avec laquelle la coalition a sécurisé un milliard de dollars en lingots d'or pendant les pillages.

Voir IRAQ à la page A12

Part-Time Faculty at Mount Allison Sign Cards to Join Faculty Association

Mount Allison Faculty Association has applied to certify a new bargaining unit of contract academic staff. The union began collecting signatures this spring, and is now waiting for a response from the New Brunswick Industrial Relations Board.

The new unit would consist of approximately 70 part-time faculty teaching in degree credit courses, including extension and correspondence courses. The unit also includes part-time professional librarians.

Erin Steuter, president of the faculty association, said MAFA had enough signed cards in April to submit the application for certification to the labour board: "We successfully signed up a strong majority of our part-timers; we're confident the new unit will be granted automatic certification."

Steuter said the team worked very hard, adding they're delighted they received "such a strong show of support." ■

Version française à la page A11.

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Conference Weighs Dynamics, Tradition of Academic Freedom

THE Simon Fraser Student Society brought together 200 faculty members and students from across Canada in April for a major conference on academic freedom and the public interest.

In his opening speech, CAUT executive director James Turk told delegates that academic freedom is essential if universities are to fulfill their role in society.

"Universities have a responsibility to be places (sadly, too often the only places) in a democratic society where there can be critical appraisals of ideas, actions, policies, products, processes and theories unconstrained by conventional wisdom, powerful interests, accepted knowledge, dominant paradigms, custom, habit or tradition," Turk said. "But universities cannot be such places without academic freedom."

He said academic freedom is something that applies to teachers and researchers that means the right to lecture, comment, debate, research and publish without fear of retribution, discipline, discrimination or eventual termination of employment because of exercise of this right.

Citing famous attacks on academic freedom which galvanized faculty to action, he described academic freedom "as a great achievement but one that is never secure."

He said academic freedom is always at risk. "It can only survive if we use it and defend our colleagues' use of it, regardless of who is challenging them."

David Suzuki, retired UBC geneticist and chair of the David Suzuki Foundation, stressed the importance of academic freedom and the threats posed by the growing influence of the corporate sector in university research.

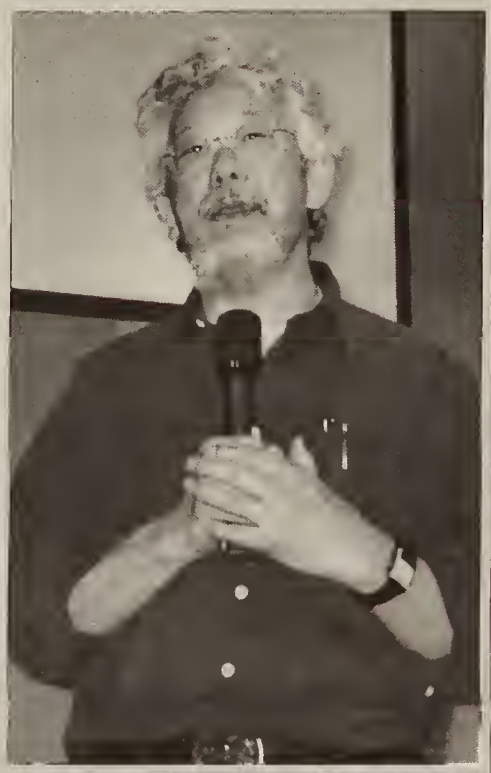
University of Toronto professor of medicine Nancy Olivieri highlighted her struggle with corporate, university and hospital interests that attempted to compromise her ability to inform her patients and the scientific community about the results of her clinical research – resulting in seven years of conflict, before being vindicated late last year.

David Healy, professor of medicine at the University of Wales, produced a dramatic presentation on the growing practice of pharmaceutical companies ghostwriting academic articles that appear in major medical journals.

Panel presentations explored issues such as revitalizing critical communications, educating educators in a democratic society, public intellectuals and dissent, avoiding pharmaceutical industry takeovers of university biomedical research and the history of the university and academic freedom.

The student union took delegates on "The Resistance Tour" – a walking tour of the campus highlighting the high profile struggles around academic freedom at SFU in the 1960s and 1970s that resulted in CAUT censuring the university on two separate occasions.

"It is heartening that leadership in this important conference came from the students," said Ian Angus, professor of humanities at SFU and one of the conference speakers. "Their hard work, clarity about the issues and commitment to academic freedom and freedom of expression bodes well for our future." ■



Burnaby, B.C. — Academic freedom conference held at Simon Fraser University April 24–25 featured some of the top educational speakers from across North America including David Suzuki (top), Nancy Olivieri, Andrew Feenberg of San Diego State University & Ian Angus (far right).

Augustana Faculty Vote to Unionize

FULL-TIME and contract academic staff at Augustana University College voted unanimously to certify in a representation vote conducted this month by the Alberta Labour Relations Board.

"Obviously we're extremely pleased by the count," said AUC Faculty Association president Gerhard Lotz, after the results of the vote were released May 9.

In completing its consideration of Augustana faculty association's application for certification, the ALRB dismissed the employer's objections, including one that "a successful application might have a negative impact on the employer's operations." The board found the objection "highly speculative and based on hearsay."

Lotz said financial pressures have created job security worries for junior faculty, and increased tensions between faculty and administrators.

He said the board of regents rejected a negotiated agreement last year and several distinguished faculty have left for other universities.

"Faculty have had no salary increase, and sabbaticals for next year have been canceled. The administration has also taken a record number of disciplinary actions against individual faculty members," Lotz said.

"Our members opted for a stronger organization to protect their interests and preserve what students and alumni value at Augustana." ■

Des experts en griefs donneront des ateliers

UN groupe d'agents des griefs chevronnés des associations de professeurs est prêt à prendre la route pour offrir l'atelier sur le règlement des griefs de l'ACPPU.

Pendant une fin de semaine en mars, Rick McGaw (Nouveau-Brunswick), Bernice Schrank (Memorial), Steven Stack (Wilfrid Laurier) et Alistair Tilson (Carleton) ont suivi une formation au secrétariat de l'ACPPU, à Ottawa. Cette séance était particulièrement conçue pour les préparer à offrir un atelier aux associations locales du pays.

« Ces agents des griefs, parmi les meilleurs au pays, apportent au programme de formation de l'ACPPU une mine d'expériences et de connaissances », a déclaré le directeur général, Jim Turk. « Le règlement des griefs est une des fonctions fondamentales des associations de professeurs. Ces formateurs et l'atelier pour spécialistes de l'ACPPU renforceront l'habileté des associations à représenter efficacement leurs membres dans le processus de règlement des griefs. »

Lancé l'année dernière, l'atelier est le plus récent cours du programme pédagogique de l'ACPPU. L'atelier est destiné aux personnes qui siègent aux comités des griefs des associations locales et à celles qui pourraient vouloir jouer un rôle actif à titre d'agent des griefs à l'avenir. En plus de donner un aperçu historique et juridique du processus de règlement des griefs, l'atelier permet d'acquérir les compétences nécessaires pour enquêter, déposer des griefs et les faire progresser à travers les différentes étapes.

« Le cours est d'une importance primordiale pour aider nos associations membres à régler des griefs », a soutenu le président de l'ACPPU, Victor Catano. « Il agrandira la réserve de membres connaissant le processus de règlement des griefs et possèdant les compétences pour les régler au nom de l'association locale. »

Jusqu'à maintenant, le cours sur le règlement des griefs a été offert aux associations locales des universités Lakehead, de Victoria, Regina et Winnipeg.

L'ajout de quatre nouveaux formateurs permettra à l'ACPPU d'augmenter le nombre de séances offertes aux associations locales. Le cours est donné sur place et ne coûte rien à l'association locale. ■

Pour plus de renseignements, communiquer avec Paul Jones (jones@caut.ca).

English on page A10.

Who Owns Academic Work?

☞ From PAGE A6

between the essence of the university on the one hand and intellectual property on the other.

In the face of chronic reduced government funding of university research, the challenge for university administrators is to find a balanced position between ceding academic independence and integrity to corporate-cum-intellectual property control of university research and the unthinkable choice of underfunded, dysfunctional and empty laboratories and classrooms. Both extremes are undesirable and the median is a tight rope to walk.

Absent responsible controls on the propertization of academic work by expansive intellectual property rights promoted by corporate sponsors of university research, the norm of free exchange of information which has underpinned the university system for nearly two centuries is under mortal threat. But the question remains: in the face of reduced government funding, what is the way out from this dilemma?

It would seem that in order to appreciate the paradox in McSherry's thesis, one must have regard for the nature of what constitutes "public domain" and its role in the legitimation and growth of intellectual property. Again, the concept of public domain is subject to scholarly and philosophical debate, if not controversy. Accordingly, claims that the public domain is shrinking may depend on the perspective of the viewer and of course, the presumed understanding of the relationship between the public domain and intellectually property rights.

In tackling this complex issue, McSherry adopts a skillful historical deconstruction of the size of the public domain and a painstaking empirical analysis of the liberalization of various intellectual property regimes, to convince skeptics that the public domain is in fact, shrinking. Needless to say, the increasing controversy, indeed, illegitimacy surrounding certain new forms of intellectual property, supports the perception of a shrinking public domain.

The logical consequence of this phenomenon is that controversies besetting modern intellectual property practices implicated in the propertization of academic work will invariably impact, as indeed they have done in some cases, on the credibility, independence and robustness of the university system. As McSherry argues, the implication of digitalized and commodified forms of knowledge protected by restrictive intellectual property rights is a trend which modern universities are ill-equipped to handle.

Notwithstanding its excellent analysis, the book leaves the reader asking the inescapable question: what is the way out from the current crisis? This is not a fatal flaw but suffice it to note that the book leaves the question unasked and unanswered. However, McSherry has raised pertinent questions which hitherto were either wished away, ignored or hardly thought of and for doing so, she deserves our commendation. ■

Ikechi Mgbeoji is a law professor at the University of British Columbia and an intellectual law expert.

ACTUALITÉS

La CCPA classe la N.-É. au dernier rang

Le bilan de la Nouvelle-Écosse en enseignement postsecondaire l'a fait glisser au dernier rang du classement annuel provincial rendu public récemment par le Centre canadien de politiques alternatives.

Le rapport du CCPA intitulé « Missing Pieces: An alternative guide to Canadian post-secondary education », évalue le bilan des provinces en ce qui concerne les études universitaires et collégiales d'après quatre indicateurs : l'équité, la qualité, la responsabilité publique et l'accessibilité.

La Nouvelle Écosse, qui occupe le dixième rang pour la première fois, impose les droits de scolarité universitaires les plus élevés au pays, lesquels représentent une plus grande proportion du budget de l'enseignement postsecondaire que dans n'importe quelle autre province. De plus, le rapport constate que les dépenses provinciales par étudiant à temps plein figurent parmi les moins élevées au pays.

« En outre, la Nouvelle-Écosse satisfait médiocrement aux besoins financiers de sa population étudiante », affirme Erika Shaker, l'une des auteurs du rapport. « Malgré les droits de scolarité élevés et une crise croissante de l'endettement étudiant, le gouvernement a éliminé le programme d'exonération du remboursement des prêts en 2000.

À l'autre extrémité du spectre, le Québec demeure au premier rang pour la deuxième année consécutive, en grande partie à cause du financement public plus élevé et des droits de scolarité les plus faibles au pays.

L'analyse de cette année révèle également que la Colombie-Britannique continue de perdre du terrain. La fin du gel des droits de scolarité a fait chuter la province du deuxième au quatrième rang, alors qu'elle occupait le premier rang il y a tout juste trois ans.

Par ailleurs, le classement de Terre-Neuve s'est amélioré pour la deuxième année de suite. L'engagement constant de la province envers l'amélioration de l'accès aux études supérieures a contribué à son classement au troisième rang, à égalité avec le Manitoba. Le niveau accru du soutien public et le faible financement de sources privées aident aussi Terre-Neuve à très bien se classer en matière de responsabilité.

« Depuis quatre ans que nous réalisons ce projet, nous constatons que l'écart s'agrandit d'une province à l'autre en ce qui concerne l'enseignement postsecondaire », signale Érika Shaker. « Bien que nous ayons été témoins de quelques mesures très positives, notamment la réduction de 25 p. 100 des droits de scolarité sur trois ans à Terre-Neuve, pour la grande majorité des étudiants et étudiantes, les études universitaires ou collégiales demeurent moins accessibles et moins publiques. » ■

La version intégrale et les faits saillants du rapport Missing Pieces IV sont affichés sur le site www.policyalternatives.ca/whatsnew/mp4pr.html.

English on page A11.

Queen's Adjuncts Vote to Certify

☞ From PAGE A1

Nearly 300 union members will form the agreed-on bargaining unit for the winter term.

"The faculty association has always maintained a strong commitment to end the exploitation of academic labour," Greenfield said.

"The only way to enforce fairness and job security is through organizing."

The faculty association was tied up in contract negotiations over the last several years, Greenfield added, and could not devote its time and resources to the organization and certification process.

"Now we're well on our way to serving the membership," he said.

The organizing campaign started late last fall, culminated in a vote on April 3 and a regional certification meeting on April 23. ■

Syndicalisation à Queen's

☞ Suite de la PAGE A1

était très heureuse que le dernier groupe du corps professoral non encore protégé appuie aussi manifestement et positivement l'adhésion.

« La QUFA est l'agent de négociation collective de quelques chargés de cours et professeurs contractuels, ce qui nous donne la possibilité d'étendre encore plus les protections des membres de l'association », a expliqué Richard Greenfield.

Le groupe des auxiliaires, des professeurs à temps partiel qui dispensent moins de deux cours sanctionnés par des crédits, est diversifié et englobe des universitaires de carrière, des professeurs à la retraite et des professionnels venant de l'extérieur de l'université. Près de 300 membres syndiqués formeront l'unité de négociation convenue à la session d'hiver.

« L'association s'est toujours fermement engagée à mettre un terme à l'exploitation des travailleurs et travailleuses universitaires », a déclaré M. Greenfield.

« La syndicalisation est le seul moyen d'appliquer l'équité et la sécurité d'emploi. »

Depuis plusieurs années, l'association a été paralysée par des négociations contractuelles, a ajouté Richard Greenfiel, ce qui l'empêchait de consacrer son temps et ses ressources au processus de syndicalisation et d'accréditation.

« Nous sommes maintenant en bonne voie de servir nos membres », a-t-il conclu.

La campagne de syndicalisation a commencé l'automne dernier et s'est terminée par un vote, le 3 avril, et par une réunion régionale d'accréditation le 23 avril. ■

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- Relative to research funding, UBC researchers publish more papers than faculty from any other university in Canada. In fact, in all of North America only Harvard's faculty publish more than UBC's.
- Timothy Parsons, a UBC oceanographer, is the only Canadian to ever receive the Japan prize, the Asian equivalent of the Nobel Prize.

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NEWS ACTUALITÉS

EXECUTIVE COMMITTEE

Members for 2003–2004

CAUT's executive committee consists of the president, the vice-president, the past president, the treasurer, the chairs of the four standing committees and two members-at-large.

Comité de direction 2003–2004

Le comité se compose du président, de la vice-présidente, du président sortant, du trésorier, des présidents des quatre comités permanents et de deux membres ordinaires.

President
Victor Catano (St. Mary's)
Président

Vice-President
Loretta Czernis (Bishop's)
Vice-présidente

Member-at-Large
Henry Jacek (McMaster)
Membre ordinaire

Chair/Présidente
Rhonda Love (Toronto)
AF&T/CLUPE

Treasurer
Greg Allain (Moncton)
Trésorier

Member-at-Large
Anver Saloojee (Ryerson)
Membre ordinaire

Chair/Président
Michael Piva (Ottawa)
CBEBC/CNCAÉ

Past President
Tom Booth (Manitoba)
Président sortant

Chair/Président
Chris Dennis (Memorial)
Librarians/Bibliothécaires

Chair/Présidente
Mercedes Steedman
(Laurentian), SWC/CSF

STANDING COMMITTEES

Members for 2003–2004
Membres des Comités permanents pour 2003–2004

AF&T/CLUPE

Rhonda Love (Toronto)
Robert Chernomas (Manitoba)
David Seale (Bishop's)
William Bruneau (UBC)
Ted Hannah (Memorial)
Anne Stalker (Calgary)

CBEBC/CNCAÉ

Michael Piva (Ottawa)
Tess Hooks (UWO)
Chris Ferns (Mt. St. Vincent)
Douglas Lorimer (Wilfrid Laurier)
Maureen Shaw (CIEA-Kwantlen)

Librarians Bibliothécaires

Chris Dennis (Memorial)
Joyce Thomson (St. Mary's)
Fred Ziegler (Alberta)
Joanne Matthews (UNBC)
Kent Weaver (Toronto)

SWC/CSF

Mercedes Steedman (Laurentian)
Catherine Cavanaugh (Athabasca)
Barbara Cameron (York)
Julie Guard (Manitoba)
Katherine Side (Mt. St. Vincent)

The first person listed above for each standing committee is the committee chair. The president and the executive director are ex officio members of all CAUT committees.

Pour chaque comité permanent, la personne en tête de liste est celle qui le préside. Le président et le directeur général sont membres d'office de tous les comités permanents de l'ACPPU.

McMaster Senate Passes Restrictive Policy

McMaster University's senate has approved a controversial policy banning faculty members from making reference to their positions at the university if they express opinions that are "unrelated to [their] area of academic and professional expertise."

"This is a serious threat to academic freedom," said CAUT president Victor Catano.

"For years, those who have wanted to restrict academic freedom have attempted to limit its application to one's field of specialty. CAUT has successfully fought against that."

He said if the new McMaster rules applied elsewhere, the Globe and Mail could not make reference to Nobel laureate John Polanyi's position at the University of Toronto, as it recently did in a biographical note following his op-ed article on Canada joining the U.S. missile defence system.

Catano said David Suzuki could talk about genetics, but could not mention his university affiliation when he talked about the environment.

"Society pays a price when knowledge is compartmentalized, and academics are told they only have academic freedom when they stay in some arbitrary and narrowly defined box," Catano said.

He described CAUT policy as long recognizing that academic staff must be careful not to represent themselves as speaking for the university unless specifically authorized to do so.

But he says they have not been asked to hide their university affiliation before.

"Academic freedom is not a license for irresponsible behaviour, but it does bestow protection on academic staff to speak broadly about matters not only within their fields, but also within the university and the larger society," Catano said.

In an article in the McMaster faculty association newsletter, McMaster University Faculty Association vice-president Ken Cruikshank said the university's liability insurer would only defend an academic staff member if the person has been "officially designated as a spokesperson for the university" and "only if there is not malicious intent."

He noted that McMaster had a second policy that would provide coverage for academic staff "so long as the employee was acting 'in good faith, in a reasonable manner, and in accordance with the policies and guidelines established by the university.'"

"That is precisely the danger academic staff face under the new policy," Catano pointed out. "As a result of senate's decision, the university is now relieved of providing any legal support to faculty members unless their remarks are confined to their area of specialization."

CAUT's Academic Freedom and Tenure Committee will be considering the matter at its next meeting in September. ■

Grievance Experts to Deliver Workshops

An experienced group of faculty association grievance officers is ready to take CAUT's Grievance Handling Workshop on the road.

In March, Rick McGaw (New Brunswick), Bernice Schrank (Memorial), Steven Stack (Wilfrid Laurier) and Alistair Tilson (Carleton) completed a weekend training session at CAUT headquarters in Ottawa designed specifically to prepare them to offer the workshop at local associations around the country.

"These are some of the top grievance officers from across the country and they bring a wealth of experience and knowledge to CAUT's education program," said CAUT executive director James Turk. "Grievance handling is one of the core functions of faculty associations. These instructors, and CAUT's specialist workshop, will strengthen the locals' ability to effectively represent their members in the grievance process."

Launched last year, the workshop is the newest addition to CAUT's program of educational courses. The workshop is designed for people who serve on local association grievance committees and for those who might want to become active as grievance officers in the future. In addition to offering an historical and legal overview of the grievance process, the CAUT workshop provides the practical skills necessary to investigate, file and advance grievances through the various steps.

"This course is vital to assist our member associations in dealing with grievances," said CAUT president Victor Catano. "It will broaden the base of members with knowledge of the grievance process and with the skills to handle grievances for the local association."

The grievance handling course has now been offered for faculty associations at Lakehead, Victoria, Regina and Winnipeg.

With four new instructors to deliver the workshop, CAUT can now increase the number of offerings for local associations. The course is offered on-site and at no charge to the local association. ■

For more information contact Paul Jones (jones@caut.ca).

Version française à la page A8.

Hidden Academics

☞ From PAGE A6

An appendix outlining the survey's main objectives and methodologies is included at the end of the book, a welcome addition for those whose job it is to educate the critical disbeliever.

As someone who has tried with little success to uncover information about sessionals at my own university, I fully appreciate that the task Rajagopal took on was monumental, and that what she has accomplished is astounding. Most universities keep little or no records of their contract academics, even though some of these people have been employed year after year for decades. And the part-timers themselves are almost impossible to locate since they are often working without the benefit of offices, mailing addresses or phone numbers, or are travelling from campus to campus in order to make ends meet. Accordingly, Rajagopal's work represents an important compilation of information about this largely invisible part of the Canadian academic workforce.

One of the most interesting concepts that emerges from *Hidden Academics* is the distinction between two types of part-timers: classics and contemporaries. Classics are those who teach part-time in academia but hold a full-time job elsewhere, perhaps a lawyer who comes in to give the occasional class in her or his area of specialty. Contemporaries are those who teach part-time in academia, but who do not have a full-time job elsewhere because they are keen on pursuing an academic career.

In Canada, contemporaries account for more than 65 per cent of all part-timers. More than 60 per cent of the contemporaries surveyed wanted a full-time academic job, but 38 per cent of those felt they had no chance of obtaining one in the next three years. Seventy-seven per cent also conduct research, even though they have little or no access to the resources needed to do so.

These 'real' part-timers first appeared in the 1970s when university budgets began decreasing as enrolments grew. Their numbers increased in the '80s and '90s as the financial situation worsened but student numbers continued to climb. Universities are now both financially and logistically reliant upon these contemporary part-timers, particularly for the delivery of large, lower-level undergraduate courses.

The history of these important changes, as well as current and future trends in Canada's contract academic workforce, are clearly presented in this book. With Rajagopal's easy-to-reference format, multitude of graphs, charts and tables, and comprehensive footnotes and reference list, this compendium is a must for faculty associations and others representing contract academics in their search for recognition and respect.

The author's pleasant and passionate writing style makes this a good read for those wanting to educate themselves further about an issue that has far-reaching effects on all aspects of academia. Let's hope that the arguments and supporting data presented in *Hidden Academics* will finally encourage universities to take responsibility for these qualified and skilled professionals, facilitating their full integration into academic life. ■

Karen M. Needham is chair of the University of British Columbia Faculty Association Sessional Faculty Committee and a member of CAUT's Contract Academic Staff Committee.

NEWS ACTUALITÉS

CCPA Report Places Nova Scotia Last

NOVA Scotia's record in post-secondary education has dropped it to last place in the latest annual provincial ranking published by the Canadian Centre for Policy Alternatives.

The CCPA report "Missing Pieces: An Alternative Guide to Canadian Post-secondary Education" judges the provinces' record on university and college education across four indicators: equity, quality, public accountability and accessibility.

Nova Scotia, in tenth place for the first time, has the highest university tuition fees in the country, comprising more of the post-secondary education budget than in any other province. In addition, the report finds that provincial expenditures per full-time student are among the lowest in the country.

"Nova Scotia also responds poorly to the financial needs of its students," says Erika Shaker, one of the study's authors. "In spite of its high tuition fees and a growing crisis in student debt, the government eliminated the loan forgiveness program in 2000."

At the other end of the scale, Quebec maintains its first place rank for the second year in a row, largely as a result of its higher public funding levels and the lowest tuition fees in the country.

This year's analysis also finds that British Columbia continues to lose ground. The end of the tuition freeze in B.C. dropped the province from second to fourth spot, down from first place just three years ago.

Provincial Rankings on PSE

Province	2002	2001
Quebec	1	1
Newfoundland	3	4
Manitoba	3	3
British Columbia	4	2
PEI	5	5
Saskatchewan	7	7
Alberta	7	8
New Brunswick	8	9
Ontario	9	10
Nova Scotia	10	6

Meanwhile, Newfoundland's ranking improved, for the second year in a row. The province's continued commitment to improving accessibility in higher education accounts for its improvement to third place, tied with Manitoba. Increased levels of government support and low levels of funding from private sources help maintain a high accountability rank in Newfoundland as well.

"In the four years we've done this project, we've seen growing discrepancies in the provision of higher education from province to province," Shaker notes. "And while we have witnessed some extremely positive measures – like Newfoundland's 25 per cent rollback in tuition fees over three years, for example – for the vast majority of students, a university or college education continues to be less accessible and less public." ■

Version française à la page A9.

Mount Allison et ses contractuels

L'ASSOCIATION des professeurs de l'Université Mount Allison (MAFA) a fait une demande d'accréditation pour la nouvelle unité de négociation des universitaires contractuels. Le syndicat a organisé une campagne de signature de cartes de membres au printemps et attend maintenant la réponse de la Commission des relations industrielles du Nouveau-Brunswick.

La nouvelle unité comprendra quelque 70 universitaires contractuels pour enseigner des cours sanctionnés par des crédits, y compris l'éducation permanente et les cours par correspondance. Elle inclut aussi les bibliothécaires à temps partiel.

Erin Steuter, président de l'association des professeurs, a déclaré que la MAFA avait fait signer assez de cartes en avril pour soumettre une demande d'accréditation à la commission des relations de travail : « Nous avons réussi à faire signer une forte majorité de nos collègues à temps partiel; nous sommes confiants que la nouvelle unité obtiendra automatiquement son accréditation. »

Il a ajouté que l'équipe avait travaillé très fort et se félicitait d'avoir reçu un appui aussi ferme. ■

English on page A7.

FTAA: It's Hazardous to Your Health

A COALITION of community and international development groups has launched a campaign to warn Canadians about the dangers posed by the Free Trade Area of the Americas (FTAA) to medicare.

Governments of the Americas, with the exception of Cuba, are currently negotiating to expand the North American Free Trade Agreement to cover the hemisphere. Critics say there is intense pressure from pharmaceutical companies and the private health insurance industry to include health care services in the FTAA.

"The Romanow Commission on the Future of Health Care in Canada warned that trade deals such as the draft FTAA threaten medicare," said Joe Gunn, vice chair of KAIROS – Canadian Ecumenical Justice Initiatives, one of the groups supporting the campaign. "Given that Canadians strongly believe in equity and compassion, the principles that underlie universal medicare, we are extremely concerned about these implications."

According to Gerry Barr, president and CEO of the Canadian Council for International Cooperation, "under the draft FTAA, access to affordable generic medicine will be increasingly limited throughout the hemisphere, leaving health systems and citizens more dependent on costly name-brands."

Common Frontiers, an umbrella group representing churches, unions, and non-governmental organizations is coordinating the campaign by circulating thousands of petitions calling on the federal government to stop the FTAA negotiations.

"In countries throughout the Americas, citizens are organizing public consultations on the draft FTAA," said Rick Arnold, campaign coordinator for Common Frontiers. "In Brazil, more than 10 million people voted in an unofficial plebiscite, and 98 per cent rejected the proposed FTAA." ■

Background information on the campaign is available at www.web.apc.org/comfront/. Sign the online petition at www.petitiononline.com/NOFTAACF/petition.html.

Answer to Homework!

From page A6. In the large office, the painters did twice as much before midday as after, so they painted one-third of the large office after midday. Since there were equally many painters in both offices after midday and since the smaller office was half the size of the larger, two-thirds of the smaller office was painted on the first day. This meant that it required one painter to decorate one-third of the smaller office during a full day. So two painters could decorate two-thirds of the smaller office during a full day, while it would need four painters to decorate the smaller office during a half-day. So, in the afternoon of the first day, each office had four painters, and there were eight altogether.

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- Have a supervisor

To participate in the second study, you must:
- Have been dissatisfied, within the past 6 months, with a service or product that you purchased.

If you are interested in participating in one of these two studies, or if you have any questions about the studies, please contact:

Manon LeBlanc
mleblanc@business.queensu.ca
613-533-6000 ext. 74201

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ACTUALITÉS

Le forum national fait ressortir les disparités en éducation

☞ Suite de la PAGE A5

Le membre de l'Alliance canadienne, James Rajotte, a dit que le gouvernement fédéral devrait s'assurer de l'accessibilité des études postsecondaires, de sa grande qualité et des perspectives d'emploi des étudiants après l'obtention de leur diplôme.

« L'Alliance canadienne estime que le gouvernement fédéral devrait augmenter ses transferts au titre de l'enseignement postsecondaire et offrir davantage d'allégements fiscaux aux étudiants et à leur famille », a déclaré M. Rajotte.

Il a également proposé que le Programme canadien de prêts aux étudiants soit converti en un régime de remboursement des prêts en fonction du revenu qui permettrait aux étudiantes et étudiants de rembourser leurs prêts selon leur revenu après leurs études.

Les représentants des étudiants ont contesté cette idée qui, selon eux, accroîtrait le niveau d'endettement.

« Le remboursement des prêts en fonction du revenu est une mauvaise idée parce cela signifie que, moins tu gagnes d'argent, plus tu paies en réalité », a conclu Joel Duff, président pour l'Ontario de la Fédération canadienne des étudiantes et étudiants.

« C'est comme un prêt automobile ou une hypothèque, plus vite tu rembourses tes dettes, moins tu paies d'intérêts. Si tu prends plus de temps pour les rembourser, tu paieras beaucoup plus d'intérêts. »

Taux de participation

Selon James Cemmell, du National Union of Students in Europe, de nouvelles recherches révèlent que l'introduction de droits de scolarité en Angleterre a élargi la division des classes dans les universités britanniques. « En 1991, environ 13 p. 100 des enfants britanniques de la classe des moins bien nantis sont allés à l'université. À la fin de la décennie, après que le gouvernement Blair a imposé des droits de scolarité et a aboli le programme de bourses étudiantes, cette proportion est tombée à 7 p. 100. Par la même occasion, la participation des classes sociales plus riches a grimpé de 55 à 72 p. 100 », a-t-il expliqué.

Lors d'une discussion en table ronde, les délégués ont convenu qu'ils devaient continuer à concerter leurs efforts.

« Dans le domaine de la santé, nous avons mis sur pied une large coalition pour inscrire la question des soins de santé à l'ordre du jour officiel », a fait remarquer Kathleen Connors, présidente de la Fédération canadienne des syndicats d'infirmières/infirmiers.

Andrew Jones, directeur général de l'Association dentaire canadienne, a laissé entendre qu'il fallait peut-être créer une coalition semblable pour l'accès aux études postsecondaires.

« Je pense que nous devons poursuivre ce dialogue pour que tous, en tant que pays, nous puissions revenir aux valeurs qui nous sont importantes », a déclaré Dana Hanson, présidente de l'Association médicale canadienne. ■

English on page A4.

La guerre en Iraq

☞ Suite de la PAGE A7

Les apologistes de l'échec des États-Unis et de la Grande-Bretagne à assurer la sécurité des sites culturels se justifient en avançant qu'une bonne partie du pillage a été l'œuvre d'un vol organisé. Ils passent sous silence, cependant, le fait que ces deux pays sont signataires des conventions de Genève et de La Haye. La première convention exige que les armées d'occupation empêchent les pillages. La convention de La Haye traite en particulier de la protection des biens culturels en cas de conflits armés. Elle exige des pays signataires de sauvegarder et de préserver les biens culturels des pays occupés. Lorsqu'une force d'occupation prend la maîtrise d'un autre pays, elle devient responsable de la protection de la population, des biens et des institutions de ce pays. Tant les États-Unis que la Grande-Bretagne ont manqué à leurs obligations en vertu de ces traités et du droit international.

La guerre a gravement endommagé les universités iraquiennes, lesquelles étaient autrefois la fierté du monde arabe. Les dommages se sont combinés aux atrocités et aux perversions que le régime de Saddam Hussein a fait subir aux universitaires et aux universités d'Iraq. L'université de Basra et l'université de Tikrit ont été pillées, l'université de Baghdad a été le théâtre de combats armés, et un immense cratère éventre l'université d'Al-Mustansiriya.

Le gouvernement américain prévoit de diriger la reconstruction des infrastructures scolaires iraquiennes par l'entremise de son bureau de la reconstruction et de l'aide humanitaire. D'après le Chronicle of Higher Education, certains organismes philanthropiques sont réticents à participer à cette reconstruction, car ils estiment que l'enseignement supérieur se fondent sur l'indépendance pédagogique et non pas sur des « mécanismes de contrôle », ou en étant compatibles avec une occupation militaire.

En réaction à ces événements, il est impératif que le gouvernement canadien s'emploie, par l'entremise des Nations Unies, à mettre un terme à l'occupation militaire en Iraq ainsi qu'à confier la reconstruction du pays aux Nations Unies et, par son intermédiaire, au peuple iraquien. En plus de fournir des Casques bleus, le gouvernement canadien devrait contribuer aux efforts humanitaires et à la reconstruction des institutions culturelles ainsi que des universités iraquiennes. En tant qu'universitaires, nous devons nous préoccuper de davantage que notre propre liberté universitaire et notre bien-être. ■

English on page A3.

CAREERS
CARRIÈRES

SECTION B

ACCOUNTING

■ **BRANDON UNIVERSITY'S** Department of Business Administration invites applications for a position in accounting. The successful candidate will occupy an Endowed Chair, which is one of two resident within the department. A three-year, renewable term appointment is available. The preferred qualification for the position is a Doctorate, however candidates with a Master's degree and substantial professional experience are also invited to apply. The successful candidate's primary area of specialization will be in either Financial Accounting or Management Accounting. Preference will be given to candidates whose secondary area of expertise contributes to one or more of the following areas: Auditing, Management Information Systems, and/or Taxation. Rank and salary commensurate with qualifications and experience. Salaries: (as of 1 April 2003) Assistant Professor $46,619–$67,651; Associate Professor $61,116–$87,983; Professor $76,396–$106,518. Preferred start date: 1 August 2003. Deadline for applications: 31 May 2003 or until the position is filled. The Department of Business Administration is resident within the Faculty of Arts. Candidates whose research and/or teaching interests contribute to the Faculty of Arts' priority hiring areas of Global Studies, Science and Technology, and/or Women's Studies are particularly encouraged to apply. Interested candidates should forward their vitae, the names of three references, and supporting documentation providing evidence of teaching and research excellence to: Dr. Scott Grills (grills@brandonu.ca), Dean of Arts, 270-18th Street, Brandon, Manitoba, Canada R7A 6A9. For additional information on Brandon University visit our website at www.brandonu.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Both women and men are encouraged to apply.

AGRICULTURAL, FOOD & NUTRITIONAL SCIENCE

■ **THE UNIVERSITY OF ALBERTA** — The Department of Agricultural, Food and Nutritional Science at the University of Alberta invites applications for a tenure track appointment in the area of Ruminant Physiology. This appointment will be made at the Assistant or Associate Professor level and will involve approximately 40% research, 40% teaching and 20% extension. The appointee will develop a world-class research and teaching program in ruminant physiology with emphasis on cattle. Areas of research may include, but are not limited to, ruminal function, digestive physiology, the regulation of energy, lipid and protein metabolism in relation to nutrient utilization/excretion, and quality of meat. Interests in forage and byproduct utilization or interrelationships between nutrition, environmental stress and animal health would be desirable. The successful candidate will be expected to contribute to integrated research programs that promote the overall departmental mission of achieving excellence in teaching and research in efficient and sustainable production, processing and utilization of safe and nutritious food to promote health, within the context of the agri-food industry. Applicants must have an appreciation for the applications of molecular biology, microbiology and immunology in the area of ruminant physiology. The candidate will work cooperatively as a member of research teams within and outside the department. Teaching responsibilities will include courses in undergraduate animal physiology and a graduate course in ruminant physiology. The candidate will possess a PhD in ruminant physiology or metabolism, evidence of excellent research potential, and have an appreciation of cattle production. Demonstrated leadership ability, excellent communication skills and a strong commitment to technology transfer are essential. The University of Alberta has excellent on-campus research facilities and equipment, including a state-of-the-art Molecular Biology and Biotechnology Centre, numerous specialized analytical laboratories. A Large Animal Metabolic Research Unit is available for detailed studies of ruminant physiology. In addition, a Dairy Research and Technology Centre, a research ranch which includes a herd of 500 beef cows, as well as bison, a 300 head feedlot and a 260-hectare wildlife unit are also available (for further details see www.afns.ualberta.ca). Applications, including a statement of research and teaching interests and experience, curriculum vitae, and the name of three referees should be sent to: Dr. John Kennelly, Chair, Department of Agricultural, Food and Nutritional Science, University of Alberta, Edmonton, Alberta, Canada T6G 2P5. Closing date for applications is May 31, 2003 or until a suitable candidate is found. For further information on this position contact Dr. Kennelly at (780) 492 2131 / Fax: (780) 492-4265 / E-mail: afns-chair@ualberta.ca or visit our web site at www.afns.ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **THE UNIVERSITY OF ALBERTA** — The Department of Agricultural, Food and Nutritional Science (AFNS) at the University of Alberta invites applications for a tenure track appointment at an Assistant Professor level in the area of reproductive physiology/developmental biology. The successful candidate will develop an innovative, cutting-edge research and teaching program in this area. The position will be jointly funded through sponsorship from the swine industry, and through funds made available through the appointment of Dr. George Foxcroft as a Canada Research Chair in Swine Reproductive Physiology. The applicant will be expected to be a major contributor to the goals of the Swine Reproduction Development Program (SRDP), led by Dr. Foxcroft. A proven ability to address research issues important to the pork production industry would be an asset. Substantial technical and operating support will be available to the appointee through the SRDP, but the appointee will also be expected to attract independent support from appropriate federal and provincial funding agencies. The appointee will be expected to contribute to Department's mission "to achieve excellence in teaching and research in efficient and sustainable production, value-added processing, food safety and human nutrition to improve health and quality of life". Teaching duties will include responsibility for the delivery of undergraduate and graduate teaching in the area of reproductive physiology/developmental biology in domestic animals and birds. Evidence of proven teaching ability is an asset. The University has excellent on-campus research facilities and equipment, and is rapidly expanding its genomic, proteomic and molecular biology capabilities. An ability to make a contribution to the expansion of the Department's expertise in these areas would be an advantage. Opportunities to carry out world-class animal-based research are available in the recently completed Swine Research & Technology Centre on the University's South Campus. This facility includes extensive animal holding facilities, the Internet Breeding Technology Suite, an AI laboratory, the Genex Reproductive Laboratory Suite (with state-of-the-art equipment of all aspects of cell culture, in vitro fertilization and embryo transfer experimentation), the Pfizer Surgical Suite, and in-house necropsy rooms. Applications, including a statement of research and teaching interests, curriculum vitae, and the name of three referees should be sent to: Dr. John Kennelly, Chair, Department of Agricultural, Food and Nutritional Science, University of Alberta, Edmonton, Alberta, Canada T6G 2P5. Closing date for applications is May 31, 2003 or until a suitable candidate is found. For further information on this position contact either Dr. Kennelly at (780) 492-2131 / Fax: (780) 492-4265 / E-mail: afns-chair@ualberta.ca or Dr. Foxcroft at (780) 492-7661 / E-mail: george.foxcroft@ualberta.ca or visit our web site at www.afns.ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

ANTHROPOLOGY

■ **THE UNIVERSITY OF WINOSOR** invites applications for a tenure-track faculty position in the Department of Sociology and Anthropology. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Tanya Basok, Interim Head, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B, 3P4, Tel: 519. 253.3000, Ext. 2190; Fax. 519.971.3621; Email: basok@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6606 (toll free) or recruit@uwindsor.ca.

■ **BRANDON UNIVERSITY** — The Department of Native Studies is seeking to fill a term position in Physical/Biological Anthropology and Archaeology. The duration of the term will be two to five years, subject to budget and the qualifications of the successful candidate. A PhD in Physical/Biological Anthropology is preferred but ABD applicants will also be considered. The successful candidate will be expected to teach a wide range of undergraduate courses in Physical/Biological Anthropology (such as medical and forensic anthropology, paleopathology, primatology, paleoanthropology).

Canada Research Chair (Tier II) Department of Chemistry

The Department of Chemistry of Brock University seeks applications for a Tier II Canada Research Chair in Bioanalytical, Bioinorganic, Bioorganic, or Synthetic Organic Chemistry. Candidates with expertise in biotechnology would build on existing strengths at Brock University.

Tier II applicants are expected to be younger researchers with a proven track record of independent research and who show promise of continued success. Candidates should have excellent teaching records including experience in the supervision of graduate and undergraduate research students. Research Chair positions come with significant discretionary research funding, additional funding for equipment through the Canadian Foundation for Innovation (CFI), and reduced teaching loads. For information on Canada Research Chairs, please see www.chairs.gc.ca Please submit a curriculum vitae, a research proposal and statement of research interests, a statement of teaching ideas, and a list of potential referees to:

Dr. Art van der Est, Search Committee Chair
Department of Chemistry, Brock University
St. Catharines, Ontario L2S 3A1, Canada.
E-mail: avde@spartan.ac.brocku.ca

Brock is a growing university located in the heart of the beautiful Niagara Peninsula. We have a strong focus on interdisciplinary research in the sciences and the successful applicant will be cross-appointed to the Centre for Biotechnology (www.brocku.ca/biotechnology) supported jointly by the Departments of Chemistry and Biological Sciences, and which has MSc and PhD programs. Opportunities for collaboration with members of the Department of Biological Sciences as well as the Department of Chemistry are encouraged. More information about Brock University and the Department of Chemistry can be found on the University's Web site: **www.brocku.ca and www.brocku.ca/chemistry**

Review of applications will continue until a suitable candidate has been identified. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty. Qualified women candidates are especially encouraged to apply.

Brock University

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- Department of Mechanical Engineering: Canada Research Chair (CRC) in Electro-Mechanical Engineering www.apsc.ubc.ca/careers/MECH_electromech_crc.htm
- Faculty of Dentistry: CRC in Protease Proteomics www.dentistry.ubc.ca/employopps/facultyrecruitment.stm
- Faculty of Science: Head, Department of Physics & Astronomy www.facultyrelations.ubc.ca/faculty/ads/phashead.htm
- Faculty of Medicine: Head, Department of Pathology and Laboratory Medicine www.facultyrelations.ubc.ca/faculty/ads/pathhead.htm
- The Faculty of Education: First Nations/Indigenous Education www.educ.ubc.ca/news/jobs/index.html
- Faculty of Commerce and Business Administration: Marketing www.commerce.ubc.ca/faculty/faculty_openings/marketing.cfm

These are just a few of our opportunities. To see more, visit our web site: www.facultyrelations.ubc.ca

UBC

THE UNIVERSITY OF BRITISH COLUMBIA

Index Indices

B1 Accounting
Agricultural, Food & Nutritional Science
Anthropology
B2 Applied Mathematics
Architecture
Landscape & Design
Arts
B3 Biochemistry
Biological Sciences
Biology
Business
Chemistry
B4 Classical Studies
Classics
Continuing Education
Drama
Earth & Ocean Sciences
BS Economics
Education
Éducation
Engineering
BB English
Entomology
B9 Environmental Management
Evolutionary Ecology
Family & Nutritional Sciences
Food Science
Français
Geology
B10 History
B11 Language & Culture
B12 Library
Management
Mathematics
Mathematics & Computing Science
B13 Modern Languages
Music
Nursing
Occupational Therapy
Philosophy
Physics
B14 Physiology
Psychiatry
Psychology
Remote Sensing
Social Justice
Sociology
Sociology & Anthropology
Traduction
B1S Translation
Viral Genomics
Visual Arts
Women's Studies
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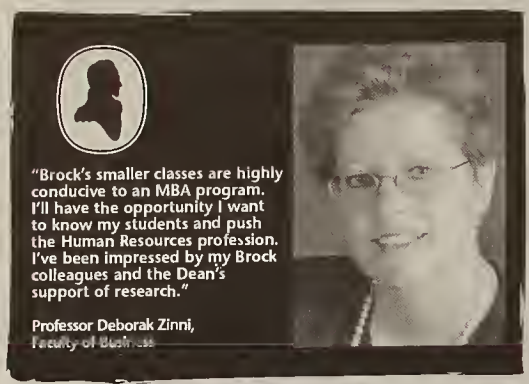
"Brock's smaller classes are highly conducive to an MBA program. I'll have the opportunity I want to know my students and push the Human Resources profession. I've been impressed by my Brock colleagues and the Dean's support of research."
Professor Deborak Zinni,
Faculty of Business

The Faculty of Business:

The Faculty consists of two departments, the Department of Accounting and Finance and the department of Management, Marketing and Human Resources. The Faculty of Business, which has approximately 55 full-time faculty members, offers a Bachelor of Business Administration (BBA) degree and a Bachelor of Accounting (BACC) degree, each with a co-op option, as well as a Masters of Accountancy (MACC). An MBA program is being introduced in 2003.

Faculty of Business

Positions Available

The Faculty of Business, Brock University invites applications for tenure track positions starting July 1, 2003 in the following areas:

- Accounting (All Areas will be considered– Financial Accounting, Managerial Accounting, Tax, Accounting Information Systems, Audit)
- Entrepreneurship
- Human Resource Management (Those with experience as an HR generalist and who possess the CHRP designation are especially encouraged to apply)
- International Business
- Management Information Systems (Database Management, E-business/commerce)
- Marketing (Business to Business Marketing, Advertising, Distribution)
- Strategy

Brock University
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Brock University is located in the heart of the Niagara region of Ontario, Canada – an area known for its beauty and diversity. With one of the most temperate climates in Canada the Niagara region is famous for its fruit growing and wine making and is a popular tourist destination. The region is also a major industrial/commercial corridor providing gateway access to international markets. Located just fifteen minutes by car from Niagara Falls, Brock University is an attractive well-designed campus situated on the top of the Niagara Escarpment bordering on extensive Carolinian forests.

Description:

Full-time, tenure-track, rank open at Assistant, Associate or Full Professor level, dependent upon qualifications.

Salary:

Competitive and commensurate with qualifications.

Qualifications:

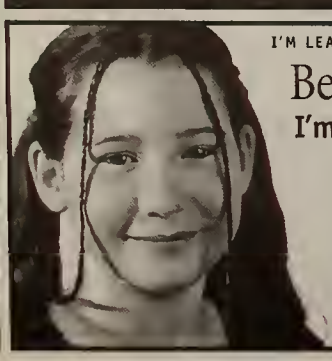
Qualifications include a PhD (completed or near completion) or equivalent and a commitment to excellence in teaching and research. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance. Qualified women candidates are especially encouraged to apply.

Application Procedure:

Applications will be accepted until the positions are filled and should be submitted, with curriculum vitae and the names and addresses of three referees, to:
Dr. Martin Kusy, Dean
(TA313) Faculty of Business
Brock University
St. Catharines, ON Canada L2S 3A1
E-mail mkusy@spartan.ac.brocku.ca

More information on these positions can be found at the Web site listed below.

www.brocku.ca/hr/faculty



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In addition this person will have some expertise in western Canadian archaeology and be willing to teach the Archaeological Field School. Evidence of an established program of research is also required. While the advertised position is currently located in the Department of Native Studies, the successful applicant will be involved in short-term planning oriented towards establishing a department of Anthropology at Brandon University. Rank and salary: Commensurate with qualifications and experience. Preferred start date: 1 August 2003. Deadline for applications: 30 June 2003 or until the position is filled. Candidates whose research and/or teaching interests contribute to the Faculty of Arts' priority hiring areas of Classics, Global Studies, Science and Technology, and/or Women's Studies are particularly encouraged to apply. Interested candidates should forward their vitae, the names of three references, and supporting documentation providing evidence of teaching and research accomplishment to: Dr. Scott Gnlis (gnllss@brandonu.ca), Dean of Arts, 270-18th Street, Brandon, Manitoba, Canada R7A 6A9. For additional information on Brandon University visit our website at www.brandonu.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Both women and men are encouraged to apply.

APPLIED MATHEMATICS

■ **THE UNIVERSITY OF WATERLOO** — The Department of Applied Mathematics invites applications for appointment of a junior (Tier II) Canada Research Chair (CRC) in the broad area of Scientific Computation. The CRC Program has been established with the objective of enabling Canadian universities to foster research excellence by attracting the best researchers from both within and outside Canada. Further details on the CRC program may be viewed at www.chairs.gc.ca. The Department of Applied Mathematics, one of five Departments in the Faculty of Mathematics at the University of Waterloo, is an active centre of research, with interests in a wide variety of areas, including Control Theory, Dynamical Systems, Electroacoustics, Fluid Mechanics, Ordinary and Partial Differential Equations, Quantum Theory, Relativity, and Scientific Computation. There are also close collaborations with the Faculties of Engineering and Science in the University. Further information about the department may be obtained from www.math.uwaterloo.ca/AM_Dept/homepage.html. The Department is seeking an individual with an outstanding research reputation, who will play a leading role in the expansion of its activities in Scientific Computation, and contribute to the development of the proposed Centre for Computational Mathematics and Mathematical Software in the Faculty of Mathematics. The successful applicant will have a strong mathematical background with emphasis on computation, and significant experience in one or more application areas. The potential to establish an active research group of graduate students and postdoctoral fellows, and to initiate interactions with researchers in departments in the Faculties of Science and Engineering, are also essential requirements. Applications complete with a curriculum vitae and the names of three references, should be sent to Dr. J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, ON, Canada N2L 3G1. Applications will be considered at any time until the position is filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **THE UNIVERSITY OF WATERLOO** — Applications are invited for a tenure-track position in the Department of Applied Mathematics, University of Waterloo, Ontario, Canada, in the area of scientific computing and computational mathematics, to begin on or after July 1, 2003. Applicants should show evidence of outstanding ability in both research and teaching, and should have a strong mathematical background. Applicants should have as their primary interest the development and analysis of algorithms, methods and software for the effective computer solution of fundamental problems in scientific computation including, but not limited to, the numerical solution of ordinary and partial differential equations, control theory and fluid mechanics. The successful applicant will be expected to conduct research, supervise graduate students, teach courses in computational mathematics, and teach mathematics courses to mathematics, computer science, engineering and science majors. Salary and rank, at the Assistant or Associate Professor level, will be commensurate with experience and research record. Applicants should send a curriculum vitae (including a statement of research interests and two recent research articles) and the names and addresses of at least three references to J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Ontario, Canada N2L 3G1. Applications will be considered at any time, until the position is filled. The above position is being advertised, in conjunction with similar ones across the Faculty of Mathematics, as part of a major expansion in the area of scientific computing and computational mathematics. The expansion will include the creation of a Centre for Computational Mathematics in Industry & Commerce, which will oversee the development of a new program in computational mathematics at the undergraduate level, and a significant expansion of graduate studies in the area. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, is part of the Faculty of Mathematics. The active research areas in the department are Control Theory, Differential Equations & Dynamical Systems, Digital Signal Processing, Fluid Mechanics, Quantum Theory, Relativity & Cosmology, and Scientific Computation. There are also close collaborations with the Faculty of Engineering and the Faculty of Science in the University. Further information about the department may be obtained from our webpage at www.math.uwaterloo.ca/AM_Dept/homepage.html. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. This appointment is subject to the availability of funds.

ARCHITECTURE, LANDSCAPE & DESIGN

■ **THE UNIVERSITY OF TORONTO** — The Faculty of Architecture, Landscape, and Design, University of Toronto, is seeking an individual with a strong record of design innovation and research accomplishment in the emerging field of Landscape Urbanism. She/he will be asked to teach and conduct research, collaboratively engaging the Faculty's three graduate programs: Architecture, Landscape Architecture, and Urban Design. Particular emphasis will be placed on landscape theory and innovative landscape design in the context of contemporary urban development. The Faculty is seeking a strong communicator and experienced teacher in the field. The appointee will also be considered for the position of Director of the Master of Landscape Architecture program. The candidates should have a minimum of five years of teaching and professional experience. Salary will be commensurate with qualifications and experience. The appointment will be for three years, with the possibility of renewal for an additional two years. Qualifications: Candidates must hold a master's degree in Architecture, Landscape Architecture, or Urban Design; a PhD in one of these fields is desirable. Deadline: May 16, 2003. Required Submission: Send a full curriculum vita, a statement of educational and research objectives, examples of two publications, a selection of up to three design projects, and a list of three references with phone and fax numbers, and mail and e-mail addresses. Short-listed candidates will be asked to submit a full portfolio of work. Consideration will begin on May 16, 2003, and continue until the position is filled. Submissions and inquiries should be directed to Dean Larry Wayne Richards, Faculty of Architecture, Landscape, and Design, University of Toronto, 230 College Street, Toronto, Ontario, Canada, M5T 1R2; T (416) 978-3089, F (416) 971-2432, dean.ald@utoronto.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. (Please indicate country of citizenship and/or permanent residence in your submission.). The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

ARTS

■ **McMASTER UNIVERSITY** — The School of the Arts invites applications for a nine month (August 15, 2003–May 14, 2004) contractually limited appointment in Music, at the rank of Assistant Professor. Salary for the nine-month period at this rank will be $36,097 as of July 1, 2003. The successful candidate will have a PhD in Musicology, complete or near completion, with demonstrated scholarly and pedagogical strength in Western music. Preference will be given to candidates with a proven record of successful teaching at the university level. The successful candidate will teach six half-year courses; introductory courses in Medieval/Renaissance and Baroque/Classical music; music appreciation; aural skills; and potentially an upper level seminar in the field of the candidate's expertise. Active participation in the administrative activities of the Music programme, including auditions, juries, recruiting, and committee assignments, is an integral part of this position. Letters of application should include a detailed curriculum vitae, a statement of teaching philosophy and practice, a course outline for an introductory course in music history, and the names and contact information for three referees. Candidates should arrange to have three confidential letters of reference sent directly to the address below. Applications and supporting documentation should be addressed to: Dr. Hayden B.J. Maginnis, Acting Director, School of the Arts, McMaster University, 1280 Main Street West, Hamilton, ON L8S 4M2. Complete applications, including supporting documents, received by June 1, 2003 will be assured of consideration. The School of the Arts includes approximately twenty full time faculty members in the areas of Art, Art History, Multimedia, Music and Theatre & Film. It provides an environment that encourages exchanges between disciplines. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

Simon Fraser University
Assistant Professor
Biomedical Engineering

The School of Kinesiology at Simon Fraser University invites applications for a position as an assistant professor in the field of Biomedical Engineering. Applicants are expected to have an outstanding and innovative research program and a strong commitment to excellence in research and teaching. The Faculty of Applied Sciences at Simon Fraser University has made a commitment to develop a new biomedical engineering program which will build upon existing strengths in biomedical engineering in the Schools of Kinesiology http://fas.sfu.ca/ kin/ and Engineering Science http://www.ensc.sfu.ca/. The candidate will be expected to contribute to the development of a new Centre for Biomedical Engineering which will encourage interdisciplinary research and build upon existing strengths at Simon Fraser University in areas such as, but not limited to, engineering for independent living (assistive and health monitoring devices) gerontology, neuroprosthetics, physiological systems, rehabilitation engineering, robotics and ergonomics.

Applicants should note that Simon Fraser University is also searching for: (1) an Assistant Professor in Biomedical Engineering in the School of Engineering Science, and (2) a Tier II Canada Research Chair in Biomedical Engineering, which is a joint appointment in the Schools of Kinesiology and Engineering Science. These advertisements may be located at http://fas.sfu.ca/kin/ and http://www.ensc.sfu.ca/.

The School of Kinesiology takes a scientific approach to the study of human structure and function and their relation to health and movement. The School has over 25 faculty and is committed to excellence in research and teaching. There are well established research programs and excellent research facilities available within the School and the University. Faculty are also actively involved in the new Institute of Health Research and Education at SFU. Our undergraduate teaching program includes concentrations in Active Health, Health and Physiological Science, and Human Factors/Ergonomics, as well as the new program for Biomedical Engineers.

Simon Fraser University is situated on Burnaby Mountain in Greater Vancouver. It is consistently one of the top-ranked Universities in Canada. The Vancouver area is renowned as one of the most desirable places in the world to live and work.

Applications will be accepted until **June 15th, 2003** or until the position is filled. The intended start date is January 1st, 2004. Applicants should send a letter summarizing research contributions and goals in research and teaching, curriculum vitae, copies of three journal articles that are most representative of the applicant's research, and the name and contact information for 3 referees, to: **Dr. J. Dickinson, Director, School of Kinesiology, Simon Fraser University, Burnaby, BC, V5A 1S6, Canada.**

Simon Fraser University is committed to employment equity and welcomes applications from all qualified men and women, including all sexual orientations, visible minorities, aboriginal people, persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. All appointments are subject to budgetary authorization.

CAREERS CARRIÈRES

■ **McMASTER UNIVERSITY** — The School of the Arts invites applications for a nine month (August 15, 2003–May 14, 2004) contractually limited appointment in Music, at the rank of Assistant Professor. Salary for the nine-month period at this rank will be $36,097as of July 1, 2003. The successful candidate will have completed (or be near completion of) a doctorate degree in Music. Ability and experience in instrumental conducting is essential, as the position entails conducting the McMaster Chamber Orchestra and the McMaster Concert Band. Preference will be given to candidates with a demonstrated background and interest in music education, and with a proven record of successful teaching at the college or university level. The successful candidate will teach the equivalent of six half-year courses; woodwind, brass or string methods (depending upon expertise); an introductory conducting course; a course in advanced instrumental conducting, and a seminar in music education. Active participation in the administrative activities of the Music programme, including auditions, juries, recruiting, and committee assignments, is an integral part of this position. Letters of application should include a detailed curriculum vitae, a statement of teaching philosophy and practice, a course outline for an introductory course conducting, and the names and contact information for three referees. Candidates should arrange to have three confidential letters of reference sent directly to the address below. Applications and supporting documentation should be addressed to: Dr. Hayden B.J. Maginnis, Acting Director, School of the Arts, McMaster University, 1280 Main Street West Hamilton, ON L8S 4M2. Complete applications, including supporting documents, received by June 1, 2003 will be assured of consideration. The School of the Arts includes approximately twenty full time faculty members in the areas of Art, Art History, Multimedia, Music and Theatre & Film. It provides an environment that encourages exchanges between disciplines. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

BIOCHEMISTRY

■ **SIMON FRASER UNIVERSITY** — The Department of Molecular Biology and Biochemistry is searching for a tenure track Assistant Professor in the area of protein biochemistry. We are particularly interested in candidates who use multidisciplinary approaches to study protein structure and function. A PhD in biochemistry, or related area, and post-doctoral experience are required. Qualified candidates will be considered for nomination as a Tier II Canadian Research Chair. Applicants should submit a curriculum vita, three letters of reference, copies of up to four relevant publications, and a statement of research interest and plans to: Michael J. Smith, Professor and Chair, Protein Biochemist Search Committee, Department of Molecular Biology and Biochemistry, Simon Fraser University, Burnaby B.C. V5A 1S6 Canada. Applications will begin to be considered on September 15, 2003. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to an equity employment program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified women, aboriginal Canadians, persons with disabilities, and members of visible minorities. Applicants are encouraged to visit the Department of Molecular Biology and Biochemistry website at: http://www.stu.ca/mbb/.

BIOLOGICAL SCIENCES

■ **THE UNIVERSITY OF WINDSOR** Invites applications for tenure-track and limited-term faculty positions as well as the position of Head of the Department of Biological Sciences commencing as early as July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. David Cotter, Head, Biological Sciences, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2697; Fax: 519.971.3609; Email: biosci@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

BIOLOGY

■ **THE UNIVERSITY COLLEGE OF CAPE BRETON** — Please quote reference number BI00304 on all correspondence. UCCB invites applications for two tenure track Biology Assistant Professor positions to commence July 1, 2003. The successful candidates will teach introductory cellular and molecular biology and/or introductory organismal and evolutionary biology. At least one position will involve the instruction of courses within the Science Bridge program. It is anticipated that the successful candidates will also have the opportunity to teach additional courses related to her/his area of specialization. Applicants must have a PhD in Biology or a related discipline and have a strong academic and research background and will be expected to develop a lab or field-based research program. The ability to teach existing upper level courses in infectious disease or parasitology or to expand the Department's repertoire of upper level courses will be considered an asset. Due to UCCB's proximity to a number of environmentally significant sites, field-based research opportunities are abundant and readily accessible. UCCB and the Department of Behavioural and Life Sciences welcome and are supportive of collaborative and/or interdisciplinary research; for example, as envisioned for the Institute for Environmental Studies at UCCB. Applicants are expected to demonstrate potential and commitment with regard to teaching, research/creative/scholarly activities and service to UCCB, community and profession. The union affiliation of this position is with the UCCB Faculty Association (FAUT). UCCB is an equal opportunities/affirmative action employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. UCCB encourages applications from qualified Aboriginal People, African Canadians or other persons from a visible minority group, persons with disabilities and women. Applicants who wish to be considered for this initiative must self-identify in their cover letter. Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae and three letters of reference to the Director of Human Resources no later than 4:00 p.m. May 30, 2003.

CHEMISTRY

■ **ST. FRANCIS XAVIER** — The Department of Chemistry is seeking to fill a tenure-track position at the rank of Assistant or Junior level Associate professor in the area of organic chemistry beginning January 2004. Preference will be given to those with an interest in biological chemistry. The successful applicant will be expected to establish a research program and to teach organic and biochemistry. The Department has eight, active full-time members and has a wide range of instrumentation. The Department will be moving into a new, state-of-the-art physical sciences complex in 2004. The successful candidate will be eligible to apply for a New Opportunities Award from the Canada Foundation for Innovation to assist in establishing their research program in this new facility. Further information on the Department may be obtained at http://www.stfx.ca/people/chemistry/. Applications, which should contain a cv, statements of research interests and teaching philosophy as well as the names of three references, should be addressed to: Dr. Bernard V. Liengme, Chair, Dept of Chemistry, St. Francis Xavier U., Box 5000, Antigonish, NS B2G 2W5, Phone: (902-867-2361, Fax (902-867-2414, email: bliengme@stfx.ca.

■ **THE UNIVERSITY OF CALGARY** — The B.Sc. Environmental Science Program at the University of Calgary invites applications for a tenure-track Assistant Professor position in the field of Environmental Analytical Chemistry. We seek a candidate with broad analytical research expertise in inorganic and organic issues of current and emerging environmental concern in water, air, and/or soil. Candidates should have experience in method and instrument development. The appointment is to the BSc Environmental Science Program, with the position based in the Department of Chemistry. The Program has five areas of specialization including Biological Sciences, Chemistry, Geography and Social Sciences, Geology, and Physics. The successful candidate will be committed to teaching, with an emphasis on interdisciplinary and inquiry-based learning linked to community

BUSINESS

■ **THE UNIVERSITY COLLEGE OF CAPE BRETON** — The Department of Organizational Management, in the School of Business invites applications for two tenure track positions commencing July 1, 2003. The School of Business delivers several diploma and degree programs including a BBA and an MBA(CED). Marketing Faculty — Reference #MKT0303. The successful candidate's primary teaching focus will be Marketing. Candidates should have a PhD (or be near completion) with a specialization in Marketing. Management Faculty — Reference #MGT0304. The successful candidate's primary teaching focus will be Organizational Behaviour. Candidates should have a PhD (or be near completion) with a specialization in Organizational Behaviour. Applicants are expected to demonstrate potential and commitment with regard to teaching, research/creative/scholarly activities and service to UCCB, community and profession. The union affiliation of this position is with the UCCB Faculty Association of University Teachers (FAUT). UCCB is an equal opportunities/affirmative action employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. UCCB encourages applications from qualified Aboriginal People, African Canadians or other persons from a visible minority group, persons with disabilities and women. Applicants who wish to be considered for this initiative may self-identify in their cover letter. Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae and three letters of reference to the Director of Human Resources no later than 4:00 p.m. May 30, 2003.

CHEMISTRY

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Memorial
University of Newfoundland

Chair for Women in Science and Engineering

Memorial University of Newfoundland invites nominations and applications for the research Chair for Women in Science and Engineering for the Atlantic Region, under an initiative of the Natural Sciences and Engineering Research Council (www.nserc.ca/programs/wise_e.htm). The goal of the chair program is to increase the participation of women in science and engineering and to provide role models for women considering careers in these fields. The Chair holder will be expected to spend up to 50% of her time in the promotion of the objectives of the initiative. Memorial University was the host of the 1997-2002 NSERC/Petro-Canada Atlantic Chair that developed a solid base of successful programs and collaborations upon which the new Chair may build (www.mun.ca/cwse).

The Chair holder will hold an academic appointment in a discipline in either the natural sciences or engineering, or both, as appropriate, and she will be expected to carry out scholarly work in her discipline. The candidate should be an accomplished engineer or scientist whose record and interests would be consistent with an appointment at the rank of Associate Professor or Professor. Candidates already holding a faculty position in a Canadian university must hold an NSERC Discovery Grant and external candidates must apply for a Discovery Grant. The Chair holder's appointment will be contingent upon a recommendation by the appropriate University appointment committee and approval by the funding partners.

Nominations and applications should include a curriculum vitae, names and addresses of three references, and a brief outline of the candidate's ideas on how she would meet the objectives of the initiative. Review of applications will commence May 1, with anticipated appointment as early as September 2003. Nominations and applications should be sent to:

Dr. C. Loomis
Vice-President (Research)
Memorial University of Newfoundland
St. John's, Newfoundland A1C 5S7
Canada
709-737-2530 (phone); 709-737-2552 (fax); dosborne@mun.ca (e-mail)

Memorial University, the largest university in Atlantic Canada, plays an integral role in the educational and cultural life of Newfoundland and Labrador, offering diverse undergraduate and graduate programs to over 15,000 students from 50 countries (www.mun.ca). The University provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is part of a lively, local scientific and engineering community which maintains an inventory of available positions for qualified partners. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities.

Memorial University is committed to employment equity and encourages applications from qualified women, visible minorities, aboriginal people and persons with disabilities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The terms of the Chair require that the Chair holder, in this instance, be a woman.

Celebrating its 150th anniversary in 2003, **St. Francis Xavier University** is one of Canada's leading undergraduate institutions. StFX has 4,000 full-time students and offers a broad range of programs in the humanities, natural, and social sciences as well as in professional program areas. The Arts Faculty at StFX has an impressive record for active involvement in research and enjoys an enviable record in both publication and grant procurement. For more information on StFX, visit our website at www.stfx.ca

Dean of Arts

St. Francis Xavier University invites applications for the position of Dean of the Faculty of Arts. The position of Dean of Arts requires strong leadership and administrative skills. The university seeks a person capable of thinking creatively and working closely with other senior administrators and faculty colleagues to maintain present levels of scholarship and to encourage innovation in both teaching and research. Involvement in planning and the setting of the University's priorities is vitally important. Dedication to providing students with an intellectually stimulating and personally enriching post-secondary education in an atmosphere of inclusiveness for students, faculty, and staff of diverse backgrounds, will also be an essential part of the dean's responsibilities. For more information on the position see www.stfx.ca/DeonArts.

The normal appointment is for six years and is renewable. The appointment will take place on or after July 1, 2003. The Selection Committee will begin to review applications on or after May 15, 2003. An application, accompanied by curriculum vitae and the names of three referees may be sent to:

Dean's Search Committee
Office of the Academic Vice-President and Provost
St. Francis Xavier University
PO Box 5000 Antigonish, N.S. B2G 2W5
E-mail: rjohnson@stfx.ca

CAREERS CARRIÈRES

McGill

Faculty Position in Music Theory

The Department of Theory is inviting applications for a one-year, non-tenure-track appointment at the rank of Faculty Lecturer.

The appointment will commence September 1, 2003, and will normally be renewable annually to a maximum of three years

Applicants should hold a PhD but those close to completion are encouraged to apply. Preference will be given to applicants with a specialization in mathematical modeling of 20th century music who are able to teach a broad range of undergraduate and graduate theory courses, including graduate supervision.

Applicants should submit a curriculum vitae and statement of research interests, and arrange to have three letters of reference sent to:

Professor Brian Cherney
Chair, Department of Theory
Faculty of Music
McGill University
555 Sherbrooke Street West
Montreal, Quebec, H3A 1E3

Deadline: May 15, 2003 or when the position is filled. The position is subject to final budgetary approval

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment

www.mcgill.ca

issues (see http://www.fp.ucalgary.ca/ENSC and the University's Academic Plan at www.ucalgary.ca). Qualifications include a PhD, preferably post-doctoral experience, and the ability to establish an active, externally-funded research program involving graduate students. A complete application package should include a curriculum vitae, a detailed research proposal, copies of not more than three representative publications, and a statement of teaching interests and philosophy. Candidates should also arrange to have three letters of reference sent to: Dr. Mary Reid, Environmental Science Program, University of Calgary, 2500 University Dr. N.W., Calgary, Alberta, Canada T2N 1N4, Phone: (403) 220-3127, Fax: (403) 210-8105, email: ensc@ucalgary.ca. The closing date for applications is 15 September 2003. A start date of 1 January 2004 or 1 July 2004 is acceptable. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Calgary respects, appreciates, and encourages diversity.

CLASSICAL STUDIES

■ **THE UNIVERSITY OF WESTERN ONTARIO** — Applications are invited for a one-year Limited Term position at the Rank of Assistant Professor to begin July 1, 2003. The successful applicant will be required to teach the equivalent of four full courses, including Greek and Latin Elements in English, Technology and Engineering in the Ancient World, the Greek half of an honors course in Greek and Roman History, an honors half-course survey of Latin prose, and a full year Beginners' Latin course. Applicants should have the PhD or be in the final stages of its completion in which case the appointment would be at the rank of Lecturer. A curriculum vitae, the names of three referees (or a dossier from a University Placement Office) and a sample of scholarly writing should be sent to: Professor C.L. Murison, Acting Chair, Department of Classical Studies, The University of Western Ontario, Talbot College, London, Ontario, Canada N6A 3K7. The closing date for applications is June 15, 2003. Positions are subject to budget approval. All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **THE UNIVERSITY OF WATERLOO** — Applications are invited for a tenure-track position at the Assistant Professor level in Classical Studies beginning September 1, 2003. The successful candidate should have a PhD in Classical Studies, and an ability to teach a variety of courses in classical civilizations and languages. A strong background in Latin language is desirable. The successful candidate should have the ability to apply computer-related technology to teaching and research. Applications are being considered until the position is filled. Please send curriculum vitae and arrange for three letters of reference to be sent to: Dr. Riemer Faber, Chair, Department of Classical Studies, University of Waterloo, Waterloo ON N2L 3G1 (email: rfaber@watarts.uwaterloo.ca). All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

CLASSICS

■ **THE UNIVERSITY OF WINNIPEG** — The Department of Classics invites applications from qualified women and men for a 12-month sessional replacement in Classics at the rank of Assistant Professor, to commence July 1, 2003. Duties will include teaching undergraduate courses in Classical Civilization, Greek or Roman History, and Greek or Latin. Qualifications include a complete or nearly completed PhD and a demonstrated potential for excellence in teaching, research and scholarship. Interested applicants should send a curriculum vitae, including the names of three referees, to: Dr. Mark Golden, Acting Chair, Department of Classics, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, R3B 2E9, m.golden@uwinnipeg.ca, Fax: (204) 774-4134. Salary will be commensurate with qualifications and experience. The deadline for applications is May 30, 2003. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, Aboriginal persons and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents.

CONTINUING EDUCATION

■ **THE UNIVERSITY OF SASKATCHEWAN** Extension Division invites applications for a full-time tenure track position as Director of Community Development and Health Promotion Programs, to commence September 1, 2003 or as soon as possible thereafter. The Extension Division welcomes applicants for this appointment at either the Extension Specialist III or the Assistant Professor rank. Tenure as an Extension Specialist III generally requires the possession of an earned Master's degree, while tenure as an Assistant Professor generally requires the possession of an earned doctorate. The successful candidate will collaborate with other Program Directors at the Extension Division to organize joint initiatives and enrich the community development impact of continuing education programming throughout the Division. The successful candidate for this position will become the Director of the Prairie Region Health Promotion Research Centre (www.usask.ca/healthscl/che/pthpric). His or her duties will include developing continuing education programs, and conducting applied research in community development and population health promotion. Modest levels of graduate teaching and supervision will be expected in the Master of Continuing Education program, and potentially other programs of interest to the candidate. More complete information on this position is available at www.extension.usask.ca or by contacting: Dr. Scott McLean, Associate Dean (Research), Extension Division, University of Saskatchewan, 117 Science Place, Saskatoon, SK S7N 5C8, Tel. (306) 966-1960, fax (306) 966-5567, e-mail scott.mclean@usask.ca. Candidates for this position are to submit a cover letter, curriculum vitae and the names and contact information for three references to Dr. McLean by no later than June 30, 2003. The University of Saskatchewan is committed to employment equity. Members of designated groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify in their applications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Under the headings "Health Promotion" and "Community Development": The University of Saskatchewan Extension Division invites applications for a full-time tenure track position as Director of Community Development and Health Promotion Programs. For more information, see the position description under the Continuing Education listing or visit www.extension.usask.ca.

DRAMA

■ **BRANDON UNIVERSITY'S** Drama program seeks a one-year, full-time sabbatical replacement at the ranks of Lecturer or Assistant Professor in the area of Acting, subject to budget. Courses to be taught include: Spolin-based Improvisation, Scene Study classes in both Modern Drama and Shakespeare and the direction of a major student production. Candidates should possess a Master of Fine Arts in Acting or Directing, post-secondary teaching and professional theatre experience. Candidates may apply without the M.F.A. if there is excellence in the other two areas. Knowledge of theatre production would also be advantageous. Preferred start date: 1 August 2003. Deadline for applications: 31 May 2003 or until the position is filled. The Drama Program is resident within the Faculty of Arts. Courses in Drama serve the needs of the general campus community as well as students from the pre-professional conservatory program in the School of Music. Candidates whose research and/or teaching interests contribute to the Faculty of Arts' priority hiring areas of Classics, Global Studies, Science and Technology, and/or Women's Studies are particularly encouraged to apply. Interested candidates should forward their vitae, the names of three references, and supporting documentation providing evidence of teaching and artistic activity to: Dr. Scott Grills (grillss@brandonu.ca), Dean of Arts, 270-18th Street, Brandon, Manitoba, Canada R7A 6A9. For additional information on Brandon University visit our website at www.brandonu.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Both women and men are encouraged to apply.

EARTH & OCEAN SCIENCES

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — Applications are invited for a full-time, 12-month lectureship beginning July 1st, 2003 or very shortly thereafter. Applicants should hold an M.Sc. or higher degree in a pertinent Earth Science and a demonstrated interest and competence in teaching at the undergraduate level. (Note: UBC PhD students must have passed their candidacy examination in order to apply. Students currently enrolled in a M.Sc. program are not eligible for this position). Previous teaching experience and/or instructional training

KORN/FERRY INTERNATIONAL

PRINCIPAL of Queen's University at Kingston

Queen's University

The University seeks a new Principal and Vice-Chancellor, its senior academic and executive officer. The Principal of Queen's is one of the most distinctive and challenging roles in Canadian academe. It combines intellectual and academic leadership with the management of a first-class research-intensive university that has a long-standing commitment to excellence in teaching and a unique strength exemplified by the "Queen's Spirit."

The 18th Principal of Queen's will be a distinguished academic and champion of the highest standards of academic excellence; a natural leader and executive who can effectively steer governance and administration; and a superlative communicator who will be an exceptional advocate on behalf of the University to governments, donors, alumni, and the community.

In summary, the Principal will:

- Lead Queen's to ever-higher standards of quality and excellence.
- Articulate and execute a progressive vision for Queen's, with the engagement of the students, faculty, staff and administration.
- Maintain and enhance the international reputation and ranking of Queen's University.
- Embrace the unique nature of the academic environment at Queen's, recognizing and enhancing the excellence of its teaching and research activities and its contributions to national life.
- Oversee the academic priorities of the University and provide personal leadership in the development of plans to achieve them.
- Promote the teaching and research programs of members of the University's faculty and ensure that their successes receive broad recognition.
- Pursue Queen's commitment to: equity and diversity; broad-based access for admission; and the goals and values of the University.
- Encourage continued co-operative and respectful relations between Queen's and its faculty, staff, students, alumni and the broader Kingston community.
- Champion Queen's campaign for greater independence and long-term financial security.

The successful candidate will take office on July 1, 2004.

A detailed profile and position specification is available at www.queensu.ca/secretariat/search/. In accordance with Canadian Immigration requirements, all qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Queen's is committed to employment equity and welcomes applications from all qualified women and men, including aboriginal people, gay men and lesbians, persons with disabilities and visible minorities.

Written nominations or applications should be directed to http://www.ekornferry.com, click "Opportunities," and enter opportunity code UE663. For further information, please contact the Korn/Ferry office at (416) 365-1841.

KORN/FERRY INTERNATIONAL

We thank you for your response and will contact you if a meeting is required.

www.ekornferry.com

QUEEN'S UNIVERSITY, KINGSTON, ONTARIO, CANADA

CAREERS CARRIÈRES

are required as well as a dynamic, exciting presentation style. Salary will be commensurate with experience. Teaching duties will include the first-year Natural Disasters course (lecture modules, overseeing labs, tutoring, and course administration), three courses in mineralogy and petrology at second-year level, and contributing to an introductory field-methods course in geological sciences. Please provide a curriculum vitae and a one-page statement describing your scientific interests and qualifications for teaching. You must also arrange for two letters of reference to be sent by email. UBC hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. Applications and supporting material should be forwarded to Dr. Paul L. Smith <psmith@eos.ubc.ca>, Head, Department of Earth and Ocean Sciences, University of British Columbia, Vancouver, B.C. V6T 1Z4. The application deadline is May 29th, 2003.

ECONOMICS

■ **THE UNIVERSITY OF WINDSOR** invites applications for a limited-term position in the Department of Economics commencing as early as July 1, 2003. Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Ralph Kolinski, Head, Economics, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2368; Fax: 519.973.7096; Email: kolinski@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

EDUCATION

■ **CONCORDIA UNIVERSITY'S** Department of Education invites applications for a limited-term appointment to teach in the field of Educational Technology. Applicants must be able to teach research methods, including quantitative and qualitative design and analysis. In addition, the applicant should be able to teach in one or more of the following areas: educational applications of computing; cognitive sciences; and/or multimedia design. Priority will be given to applicants with a completed or near-completed PhD. A knowledge of French will be considered an asset. Please forward a letter of intent, a curriculum vitae, a list of publications (if applicable), a statement of teaching interests and the names of three referees to: Prof. Ellen Jacobs, Chair, Department of Education Concordia University, 1455 de Maisonneuve Blvd. West, LB 583, Montreal, Quebec H3G 1M8; e-mail: jacobs@vax2.concordia.ca. This is a full-time position beginning August 15, 2003 and ending May 31, 2004. Hiring is subject to budgetary approval. Review of applications will begin on May 15, 2003 and continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

ÉDUCATION

■ **L'UNIVERSITÉ LAURENTIENNE** — L'École des sciences de l'éducation sollicite des candidatures pour combler un poste de professeure ou professeur dans le domaine de la formation du personnel enseignant y compris la supervision de stages de pratique de l'enseignement. Il s'agit d'un poste menant à la permanence en pédagogie générale pour assumer entre autres les enseignements en psychopédagogie du développement de l'adolescent d'âge scolaire, évaluation des apprentissages en milieu scolaire, éducation des valeurs et micro-enseignement. Nous accorderons la préférence aux personnes détenant un doctorat en éducation. Les candidatures de personnes déjà engagées dans un processus d'études doctorales pourront être considérées. Une expérience pratique en milieu scolaire, la connaissance du système d'éducation et du curriculum scolaire de l'Ontario et un dossier de publications sont des atouts sérieux. L'université pratique une politique de l'équité en matière d'emploi et encourage toutes les personnes qualifiées à poser leur candidature. Conformément à la politique de bilinguisme de l'Université Laurentienne, le bilinguisme passif (français/ anglais) est une condition d'obtention de la permanence. En accord avec les exigences de l'immigration canadienne, la priorité sera accordée aux citoyennes et aux citoyens canadiens et aux résidents permanents. Les dossiers de la candidate ou du candidat doivent contenir une lettre d'intention, un curriculum vitae détaillé précisant l'expérience et les recherches en cours. Trois lettres de références doivent parvenir avant le 30 mai 2003 à : Comité de sélection, École des sciences de l'éducation, Université Laurentienne, 935, chemin du lac Ramsey, Sudbury (Ontario) P3E 2C6. Date d'entrée en fonction : 1er juillet 2003.

ENGINEERING

■ **QUEEN'S UNIVERSITY** — The Department of Mechanical Engineering, Faculty of Applied Science invites applications for a tenure track faculty position at the rank of assistant professor in the field of Design and Product Development, commencing September 1, 2003 or later, depending on the availability of the chosen candidate. Candidates must hold a relevant PhD degree with specialization in Design and Product Development prior to the starting date of the appointment. Expertise in emerging technologies related to Ceramic Devices, Nanotechnology, Mechatronics, Thermofluids, Biomechanical Devices or Fuel Cells, would be an asset. Candidates with a research background in design theory and relevant industrial experience are encouraged to apply. The successful candidate will be required to teach undergraduate and graduate courses in the design area, contribute to the development of the curriculum, supervise graduate students, conduct research, interact with industry and make administrative contributions through service to the University, Faculty and Department. Registration as a Professional Engineer of Ontario, or eligibility for registration, is an essential qualification. The Department of Mechanical Engineering currently has an enrolment of about 400 undergraduate students and 100 graduate students in the M.Sc. (Eng.) and PhD programs. Mechanical Engineering will be an active partner in the Integrated Learning Centre (ILC) opening in January 2004 at Queen's University. Research is supported by an NSERC Chair in Nuclear Materials and an NSERC Design Chair, with other chairs to follow. The recently formed Centre for Manufacturing of Advanced Ceramics and Nanomaterials (CMACN), the Human Mobility Research Centre (HMRC), the High Performance Computing Virtual Laboratory (HPCVL), and other initiatives, further support research in the department. Information on the department can be found at: http://me.queensu.ca/. Applicants should send their curriculum vitae, an e-mail address, the names and the mailing addresses of three referees, a statement of teaching and research interests, and three examples of relevant publications to: Chair, Appointments Committee, Department of Mechanical Engineering, Queen's University, Kingston, Ontario K7L 3N6, fax: (613) 533-6489. Priority will be given to applications received before June 15, 2003. Applications will continue to be accepted until the position is filled. "Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The Academic staff at Queen's is governed by a collective agreement between QUFA and the University, which is posted at www.queensu.ca/qufa."

■ **THE UNIVERSITY OF WESTERN ONTARIO** — Applications are invited for one tenure-track (probationary) faculty position at the Assistant Professor level in the Department of Electrical and Computer Engineering. The Department intends to fill the position with a candidate who has teaching interests in the areas of electronics, electron devices or communication electronics and research interests and expertise in microelectronics, power electronics or communications. The Department has strong research interests in Communications, Controls, Electromagnetics, Electrostatics, Power Systems, Robotics, Biomedical Engineering, and Software Engineering. The Department offers three undergraduate degree programs — Electrical Engineering, Computer Engineering and Software Engineering. Candidates for the above mentioned faculty opening should have a PhD in Electrical Engineering, Computer Engineering, or a related discipline. Responsibilities include quality teaching at the undergraduate and graduate levels, supervision of graduate students, development of a strong research program, and participation in the normal administrative activities of the Department, Faculty and University. Commitment to, and eligibility for, registration as a Professional Engineer in Ontario is required for this appointment. The deadline for receipt of applications is May 31, 2003, or until the position is filled. The preferred starting date for the appointment is July 1, 2003 but this is negotiable. Applications, including a curriculum vitae and the names and addresses of three referees, should be sent to: R.V. Patel, Chair, Department of Electrical and Computer Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9. The position is subject to budget approval. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **YORK UNIVERSITY** — The Department of Computer Science, York University, Toronto, Ontario, Canada seeks contractually limited Assistant/Associate Professor in Computer Engineering. Details at http://www.yorku.ca/ecadjobs/index.htm. York University is an affirmative action employer.

UNIVERSITY OF SASKATCHEWAN
Dept. of Mechanical Engineering

Tenure Track Position at Assistant Professor Level

The Department of Mechanical Engineering at the University of Saskatchewan invites applications for a full-time, tenure-track faculty position in the area of Controls. Complementary expertise in Intelligent Control Systems would be an asset.

Candidates must have a PhD in mechanical engineering or a closely related discipline. A demonstrated commitment to research and a strong interest in teaching both undergraduate and graduate students is expected. The duties of the successful candidate will include teaching in his/her area of specialization, as well as in the general engineering program. The successful candidate is expected to develop an active, externally funded research program and be eligible for P. Eng. registration in the Province of Saskatchewan.

Excellent facilities exist in the Department to support research work. In addition to controls, fluid power and instrumentation laboratories, the University is planning to build a MICRO/NANO fabrication facility capable of the LIGA process. The Department also has several materials, fluid mechanics, heat transfer, mechatronics, and design and applied mechanics laboratories. All research areas involve active computational research programs supported by workstation laboratories.

The appointment will be at the ronk of Assistant Professor and will start on July 1, 2003, or shortly thereafter.

The Department of Mechanical Engineering is committed to both teaching and high quality, intense research and comprises 19 faculty, 4 Professors Emeriti actively involved in research, 8 support staff, several PDF's and research associates, approximately 80 graduate students and 250 undergraduate students with B.E., M.Eng., M.Sc., and PhD degrees offered. More information on the Department can be found in (http://www.engr.usask.ca/dept/mee/).

Applicants should send a curriculum vitae, the names and e-mail addresses of at least three referees and a statement of research and teaching goals. Applications should be submitted to:

Professor S. Yannacopoulos
Head of the Department & Chair of the Search Committee
Department of Mechanical Engineering,
57 Campus Drive
University of Saskatchewan
Saskatoon, Saskatchewan, Canada, S7N 5A9
Fax: (306) 966-5427
E-mail: sherri_haberman@engr.usask.co

Applications should be received preferably before May 31, 2003.

The University of Saskatchewon is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) ore encouraged to self-identify on their applications. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

THE UNIVERSITY OF BRITISH COLUMBIA

TWO ASSISTANT PROFESSORS:
1 HEALTH & EXERCISE
2 NEUROMECHANICAL KINESIOLOGY

The School of Human Kinetics at the University of British Columbia invites applications for full-time tenure-track appointments at the Assistant Professor level to fill **two vacancies** in order to address under representation of members of designated equity groups among senior faculty, an appointment at a higher rank may be considered for a woman, visible minority, disabled or aboriginal applicant with exceptional qualifications. The School requires faculty who can provide interdisciplinary and specialized knowledge in physical activity and human movement. The appointment will become effective either **January 1 or July 01, 2004**, and will be subject to final budgetary approval. The University offers competitive salaries, start-up costs, and housing assistance.

The School of Human Kinetics is an interdisciplinary academic unit, with scholarly expertise in physical activity across the social, natural, and biomedical sciences. Faculty members in the School contribute significantly to the health and quality of life of diverse populations across a variety of settings. The School is committed to encouraging collaborative research and teaching with other members of the School as well as other university and extra-university units. The School of Human Kinetics offers programs leading to BHK, MHK, MA, MSc and PhD degrees. Additional information related to the School is available at http://www.hkin.educ.ubc.ca.

Health & Exercise

Expertise is required in one or more areas related to health and exercise: nutrition, obesity, diabetes, cardiac rehabilitation, muscular/skeletal physiology, epidemiology, or genetics. The ideal candidate will integrate with the School's Health and Integrative Physiology research group, which currently has expertise in areas such as exercise physiology, respiratory and cardiovascular physiology, functional outcomes in pediatric and adult patients with cancer, sports medicine, fall prevention in high-risk groups, and clinical exercise rehabilitation. The research groups has research links with other UBC units including Nutritional Sciences, Rehabilitation Sciences, Institute of Health Promotion, Medicine, Zoology, International Collaboration On Repair Discoveries, and BC Women's & Children's Hospital.

Neuromechanical Kinesiology

Expertise is required in one or more areas: neurophysiology of movement, biomechanics, and motor control and learning. The successful applicant will work collaboratively with the School's Neuromechanical Kinesiology group, which currently has expertise in areas such as human posture and balance, single unit electrophysiology, biomechanics of locomotion, perceptual-motor control and learning, coordination dynamics, and adapted physical activity and motor development. The Neuromechanical Kinesiology group maintains strong links with other UBC units that include International Collaboration on Repair Discoveries, Brain Research Centre, Rehabilitation Sciences, Cognitive Psychology, and Neuroscience.

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Applicants for these positions will have a completed doctorate degree, the ability to contribute to an interdisciplinary teaching and research program in Human Kinetics, a strong publication record for stage of career, and a commitment to excellence in teaching. The successful candidates will teach and develop undergraduate and graduate courses in their areas of specialty, supervise graduate students, develop a well-defined program of research, secure external research funding, and contribute to the affairs of the School. Postdoctoral training is highly desirable.

The closing date for applications is **September 1, 2003**.

The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply, however Canadian citizens and permanent residents will be given priority.

A letter of application, a curriculum vitae, contact information only (email, addresses, phone) of three referees who have been asked to provide supporting letters for the application, together with a statement of research interests and copies of recently published articles (if available), should be sent to: **Dr. Peter Crocker, Director** (pcrocker@interchange.ubc.ca), **School of Human Kinetics, 210 War Memorial Gym, 6081 University Boulevard, Vancouver, B.C., V6T 1Z1.**

UNIVERSITY OF QATAR

Dean of the College of Business

The University of Qatar invites applications for the position of Dean of the College of Business. The Dean works collaboratively with the associate dean and the department heads in the college to achieve the efficient and effective operations of the college. In pursuit of the above, the Dean must:

- Review and/or carry out all personnel actions in compliance with University policy and the Strategic Planning.
- Assure that College of Business assessment and curriculum development are consistent with AACSB guidelines and the college mission.
- Monitor and manage faculty development within the College.
- Support the activities of the College with its community partners and develop new community partnerships.

The successful candidate must have knowledge of program planning, development, administration, and organization within an academic setting, typically acquired through the completion of a Doctorate's degree from the USA, with a field of specialization in one or more academic areas within the college. Five years of College teaching and administrative experience is necessary. The successful candidate must also demonstrate:

- Higher education administrative experience related to Business is preferred.
- Excellent listening, oral and written communication skills.
- Understanding of motivation, work place performance systems and systems redesign.
- Competency in budget management and financial planning, including spreadsheet applications.
- Understanding of, and ability to effectively apply, continuous improvement processes (including identification of criterion data, data collection, analysis and reporting) to College programs and to administrative operations.
- The successful candidate must be familiar with AACSB standards for accreditation and be able to accurately evaluate the College's strengths and weaknesses relative to those standards.

The selected candidate will be eligible to receive:

- A monthly salary of up to QR36,000, about $9,863 (Qatar doesn't have tax on personal income).
- A furnished accommodation.
- Annual first class ticket(s) to candidate, spouse and up to three children (less than 18 years).
- A two-year renewable contract.
- Health care as provided to University staff.
- School fees for two children attending non-Arabic schools in Qatar.

Review of applications will be on **May 20, 2003**. For consideration, submit letter of interest, vita, and a list of references (including phone numbers and e-mail addresses) to:

Dr. Abdulla S. Al-Khulaifi, President
University of Qatar
Box 2713, Doha, State of Qatar
E-mail: president@qu.edu.ca
Fax. 974-483-5111
Phone: 974-483-5053

CAREERS CARRIÈRES

Improving health by expanding knowledge

Assistant Director CIHR's Institute of Gender and Health

We are seeking innovators who will help CIHR excel, at the highest international levels of scientific excellence, in the creation of new knowledge and its translation into improved health for Canadians.

CIHR's Institute of Gender and Health is seeking an: Assistant Director

The CIHR Institute of Gender and Health, created in January 2001 has launched numerous strategic research initiatives, funded many projects, programs and people, and developed long term strategic plans.

Reporting to the Scientific Director of the CIHR-IGH, the Assistant Director will work collaboratively as a key member of the Institute team, and will liaise with the CIHR secretariat located in Ottawa. The Assistant Director will provide administrative leadership and assist the Scientific Director and the Institute Advisory Board to develop and carry out a strategic program of research, communication, and evaluation. She/he will help develop and implement strategies and reports for the Institute in accordance with its mandate. The Assistant Director will be an employee of the University of Alberta and will have responsibility for management of the local CIHR-IGH office facilities and the staff at the University of Alberta.

The Assistant Director will have a doctoral degree in a relevant field. He/she will also have related research experience including project management within health-related research networks, or funded research programs, involving complex relationships with diverse stakeholders. She/he must possess superlative written and orat communication skills, including experience in preparation of health-related reports and publications. Fluency in both official languages is strongly preferred. Excellent interpersonal, organizational, presentation, synthesis, and research skills are essential.

The salary range is $45,000–$72,000 per annum. Options for an administrative secondment from existing academic position may be considered. This is a term position with possibility of renewal. We invite you to forward your CV by May 30, 2003. We would like to thank all those who apply. Only those selected for an interview will be contacted.

CIHR Institute of Gender and Health
#700 University Extension Centre
8303-112 Street
Edmonton, Alberta T6G 2T4

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. All qualified candidates are encouraged to apply; however, preference will be given to Canadians and permanent residents; a security check is required prior to employment.

UNIVERSITY OF ALBERTA

CIHR IRSC
Canadian Institutes of Health Research / Instituts de recherche en santé du Canada

Canada

www.cihr.ca

Western

***The* University *of* Western Ontario**
invites nominations and applications
for the position of

Vice-President (Administration)

The Vice-President (Administration) reports to the President and is responsible for the overall financial management and control within the University and a broad range of support services. The Vice-President will provide leadership to the Associate Vice-Presidents who are responsible for finance, physical plant and capital planning, human resources, and housing and ancillary services. In addition, the Vice-President will maintain effective relationships with Ministry officials and, as a member of the President's team, will also have involvement in University planning, budgeting, and policy development in areas not strictly included in this portfolio.

The successful candidate must possess exceptional interpersonal and communications skills, a talent for administration and financial planning in a complex organization, and excellent analytical, organizational and management abilities. The capacity to interact effectively with the Board of Governors, and unionized and non-unionized staff, is essential. Outstanding leadership skills, combined with respect for decision-making through consultation and consensus-building, are also required. Honesty, integrity and a combination of education, experience and achievements that will command respect within the University, are essential.

Nominations and applications, including an up-to-date *curriculum vitae*, should be submitted, in confidence to:

Dr. Paul Davenport
Chair, Selection Committee
for Vice-President (Administration)
290 Stevenson-Lawson Building
The University of Western Ontario
London, Ontario N6A 5B8

The appointment will commence January 1, 2004, or by agreement of the successful candidate and the President.

Additional information may be seen at www.uwo.ca/univsec/vpadmin

The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Faculty of Engineering invites applications for the position of Chair of the Department of Mechanical and Materials Engineering http://www.engga.uwo.ca/mechanical/default.htm. The appointment will be at the rank of Professor with tenure, effective July 1, 2003 or as soon as possible thereafter. The Chair appointment is normally for up to a 5 year term, renewable. The Department of Mechanical and Materials Engineering has 20 FTE faculty, more than 6 FTE staff members, and over 80 graduate students enrolled in the MESc and PhD programs. It is one of four Departments in the Faculty of Engineering. The Faculty of Engineering (http://www.engga.uwo.ca), has over 85 faculty and 50 staff members, and a total student body which exceeds 1500 undergraduates and 350 graduate students. The Faculty of Engineering is dedicated to advancing The University of Western Ontario's research intensive mission (http://www.engga.uwo.ca/compendium/draft_research_plan.htm). As part of this, it is presently undergoing a rapid expansion, and exciting new opportunities are developing, including the addition of a new state-of-the-art building (Advanced Technology Centre). An energetic and dynamic leader of Mechanical and Materials Engineering is required to work aggressively as part of a leadership team dedicated to further the research and teaching initiatives of the Faculty and the University. The Department of Mechanical and Materials Engineering has research programs in biomechanics, biomedical engineering, thermofluids, materials, solid mechanics and manufacturing, with strong interdisciplinary and inter-Faculty research groups. Partnerships with the Faculties of Medicine & Dentistry, Health Sciences and Science exist, and major research facilities such as the Internationally renowned Boundary Layer Wind Tunnel Laboratory and the NRC Integrated Manufacturing Technology Institute are easily accessible. There exist many unique opportunities with industry in London and southwestern Ontario, where The University of Western Ontario is the major research and engineering resource. The undergraduate program in Mechanical and Materials Engineering is in high demand, with strong competition among students to enter the program. After completing a common first year, enrolment into MME is limited to approximately 100 students in each year of the remaining 3 years of the 4 year program leading to the BESc degree. A major initiative to modernize the engineering curriculum within the faculty by integrating design through all 4 years of undergraduate program is led from the Department by the NSERC-GM Chair in Design and Innovation. We seek a visionary leader who has a strong research record, preferably in areas enhancing and complementing the strengths of the Department, including demonstrated success in securing both industrial and government-sponsored grant funding. The preferred candidate will have administrative experience and will be able to demonstrate a vigorous commitment to excellence in both undergraduate and graduate teaching. The candidate is expected to foster continued collegiality in the Department and will provide mentorship to faculty, students, and staff. In addition, the preferred candidate will be eligible to be registered as a Professional Engineer in Ontario. Nominations and applications (including a detailed curriculum vitae, names of three referees) should be submitted in confidence to: Dean F. Berruti, Faculty of Engineering, Engineering Building, The University of Western Ontario, London, Ontario N6A 5B9 (berruti@eng.uwo.ca). The review of applications and nominations will begin on May 1, 2003; applications and nominations will be accepted until the position is filled. Positions are subject to budget approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **THE UNIVERSITY OF WINDSOR** — The Intelligent Manufacturing Systems (IMS) Center at the University of Windsor invites applications for Post Doctoral Fellow (PDF) positions associated with the Canada Research Chair in Manufacturing Systems Engineering announced in November 2002. Initial appointments are for 2 years and may commence immediately. For a detailed description of these positions and required areas of expertise visit our website at: www.uwindsor.ca/facultypositions. Apply to: Dr. Hoda ElMaraghy, Chairholder and Director of the IMS Center, 204 Odette Building, University of Windsor, Windsor, ON, Canada N9B 3P4; Tel: 519.253.3000, Ext. 3439; Fax: 519.973.7053; Email: hae@uwindsor.ca.

■ **THE UNIVERSITY OF SASKATCHEWAN** — The Department of Electrical Engineering invites applications for a tenure track faculty position at the Assistant Professor level in the area of digital electronics, circuits and instrumentation, and general areas of computer engineering. The successful candidate is expected to take a strong leadership role in the development of an active research program and be involved in teaching and developing undergraduate and graduate courses. Candidates should hold an earned PhD degree and have demonstrated teaching capability. Excellent facilities and programs exist for research in communication systems, electric power systems, electronics devices and computer systems. The department currently has approximately 200 undergraduate and 60 graduate students and offers B.Sc. M.Eng., M.Sc. and PhD degrees. An open and collegial environment exists amongst the students and faculty. The department is highly ranked within North America (see http://www3.bc.sympatico.ca/info/ee-prog.html). The Electronic and Computer Systems Research Group has excellent facilities to support research and teaching, and has close ties with industry through Telecommunication Research Laboratories (see www.trlabs.ca). Research opportunities exist at the Canada's national synchrotron facility of Canadian Light Source Inc. (see http://www.clsi.ca) currently under construction on campus. Applications with complete curriculum vitae, names of three references and a statement of teaching and research interests should be addressed to Dr. K. Takaya (eesearch@engr.usask.ca), Head, Department of Electrical Engineering, 57 Campus Drive, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 5A9. Applications should be received by May 31, 2003. All qualified candidates are encouraged to apply, however, Canadian and permanent residents of Canada will be given priority. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Chemical Engineering at the University of Waterloo invites applications for a tenure track position at the level of Assistant or Associate Professor. Applications are invited from excellent candidates in the area of electrochemical engineering with particular expertise in fuel cells and electrochemical power sources or materials fabrication and characterization. The applicant is encouraged to participate and provide input into the air pollution research activities of the department. The applicant will assume a normal teaching load and will be expected to teach a broad range of undergraduate and graduate courses in chemical engineering. The candidate should be a member or eligible to be a member of Professional Engineers Ontario (PEO). The Department of Chemical Engineering has 28 faculty members with a large engineering research group interested in green power generation. The successful candidate is expected to work within this interdisciplinary group. The department has a total annual enrolment of 500 undergraduate and 100 graduate stu-

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UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Canada Research Chair in Functional Foods and Nutraceuticals

The University of Alberta invites applicants with outstanding academic and leadership skills in the area of functional foods to apply for a Canada Research Chair (Tier I) in Functional Foods and Nutraceuticals. This new and challenging position in the Department of Agricultural, Food and Nutritional Science offers an exceptional opportunity to play a leadership role in Alberta's emerging bio-based economy.

Alberta, one of the world's most productive agricultural economies, has the strategic vision to expand its value-added agri-food and agri-industrial sector to $20 billion by 2010. The development of functional foods and nutraceuticals will be critical in achieving this vision. The successful candidate, along with two junior researchers and a business development manager, will be part of the newly established Alberta Functional Foods and Nutraceuticals Network. The Chair will provide overall scientific direction and coordination of the Network's research programs in functional foods and nutraceuticals, and direct the development and implementation of its vision and strategy. The Network is being established in partnership with AVAC Ltd., Alberta Agriculture, Food and Rural Development, the University of Lethbridge and the Alberta Research Council. The Chair will also contribute to undergraduate and graduate teaching. This is a tenure track appointment at an Associate Professor/Professor level.

Applicants must have a PhD in food science, nutrition or a related area, and extensive research credentials in areas related to functional foods as demonstrated by publications and awards. The candidate will have the vision and proven talent essential to building successful collaborative research programs that cross institutional and disciplinary boundaries and lead to technology commercialization. This dynamic individual must have excellent communication and interpersonal skills, a track record of successful partnering with industry, government and senior representatives of funding and regulatory agencies, and high energy and personal commitment to developing the functional food industry.

The University, one of Canada's premier research institutions, offers excellent research facilities and equipment including a new Human Nutrition Research Centre and a soon-to-be built Agri-Food Processing Research Centre. Alberta's strong scientific base and abundant agricultural resources provide a superb foundation for leadership in the emerging functional foods and nutraceuticals industry. Experience in teaching would be an asset.

The Canada Research Chair (CRC) program was established by the Government of Canada to enable Canadian Universities to achieve the highest levels of research excellence in the global, knowledge-based economy (http://www.chairs.gc.ca). Tier I Chairs should be recognized by their peers as leaders in their respective research fields.

Applications, including a statement of research interest, curriculum vitae and the name of three referees, should be sent to:

Dr. John Kennelly, Chair
Department of Agricultural, Food and Nutritional Science
University of Alberta
Edmonton, Alberta T6G 2P5 Canada

Deadline: May 31, 2003 or until a suitable candidate is found.

For further information on this position contact Dr. Kennelly at:
Tel: (780) 492-2131 / Fax: (780) 492-4265
E-mail: afns-chair@ualberta.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and aboriginal persons.

CAREERS CARRIÈRES

dents making it one of the largest chemical engineering departments in North America. The University of Waterloo has over 23,000 students. The scenic campus is part of the twin-cities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at http://uwaterloo.ca. Applications consisting of a curriculum vitae, a clearly outlined research program, statement of teaching interests, name and full contact information for three referees should be sent to Professor T.A. Duever, Chair, Department of Chemical Engineering, University of Waterloo, Ontario, Canada, N2L 3G1. Applications will be considered until the position is filled, which is expected to be by December 31, 2003. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank. The preferred candidate will have a research record in Environmental and/or Water Resources Engineering. Applicants are sought who have research interests in surface hydrology, hydrological modelling, Geographical Information Systems, remote sensing and data management. Applicants should have a PhD in Civil Engineering or a closely related field and eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable. The successful applicants are expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering and Civil Engineering. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to Bonnie Neglia, Administrative Assistant, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the positions are filled.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Electrical and Computer Engineering invites applications for several tenured or tenure-track positions in the engineering of dependable, distributed or embedded hardware and software systems. The Department seeks applicants with leadership, vision, and strong records of research accomplishments. Appointments will be made at the Full or Associate Professor levels, but exceptional applicants early in their careers may be considered for appointment at the level of Assistant Professor. Highly qualified candidates will be considered for awards of E&CE Research Chairs. These Chairs carry substantial research funding and support for graduate students. The awards will be for an initial period of five years, with the possibility of renewal. Applicants should have earned a doctoral degree in Computer Engineering, Software Engineering, Electrical Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Eligibility for registrations as a Professional Engineer is desirable. The Department currently has more than 60 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrolment of more than 250 research Master and PhD students. The undergraduate programs in Computer Engineering, Electrical Engineering and Software Engineering (which is offered jointly with the School of Computer Science) draw the top students from across Canada. The Department offers an outstanding research environment with research laboratories in software systems and engineering, digital hardware design and verification, and other E&CE areas ranging from wireless communications to microelectromechanical systems. Researchers benefit from close connections with the many high-technology companies in the Waterloo area and from the intellectual property policy of the University, which vests the rights with the inventor. Salaries will be competitive and will be determined according to the successful applicants' accomplishments, experience and qualifications. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo (population of 300,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested Candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to: Professor Sherman Shen, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. These appointments are subject to availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Mechanical Engineering invites applications for a tenure track position, in connection with its new Center for Intelligent Mechatronics and Materials Systems (IMEMS), at the rank of Assistant or Associate Professor. The successful applicant will be expected to take part in IMEMS activities, and to develop a strong and independent research program in areas of interest to the Center, in particular in Smart Materials and/or MEMS. The successful candidate will also be expected to teach courses in the coop undergraduate program, and to make a major contribution to the graduate program in Mechatronics Engineering, including development of new graduate courses and supervision of graduate students. The University of Waterloo is committed to a significant thrust in Mechatronics in the Department of Mechanical Engineering. This thrust includes the establishment of an undergraduate degree program in Mechatronics Engineering, and the establishment of a Tier 1 Canada Research Chair position in IMEMS. Applicants must hold a PhD in mechanical, electrical, computer or a related engineering discipline, and have relevant experience, potential or proven ability for excellence in research and teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechatronics Engineering. It is anticipated that the appointment will begin in July of 2003 or as soon as possible thereafter. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and people with disabilities. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three references to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1.

■ **THE UNIVERSITY OF WATERLOO** — An exciting and challenging opportunity exists for tenure-track positions in support of a new initiative in Mechatronics Engineering. The University of Waterloo is committed to a significant thrust in Mechatronics in the Department of Mechanical Engineering including the establishment of an undergraduate degree program in Mechatronics Engineering. As part of this thrust, a significant capital expansion is underway, a Tier 1 Canada Research Chair in Intelligent Mechatronics and Materials Systems has been named, and a Center in this area is being created. The Department of Mechanical Engineering, University of Waterloo is seeking qualified applicants in Mechatronics Engineering, Mechanical Engineering, or closely related disciplines. This search is part of an ongoing effort to launch the Mechatronics Engineering program, representing an increase in annual intake of 100 students. Candidates will be considered at all professorial levels. Experience is desirable in the modeling and design of electro-mechanical systems, sensors and instrumentation, intelligent systems, MEMS, smart materials, or related areas. However, candidates from other areas will also be considered. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. Applicants must hold a PhD and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. G. Schneider, Chair, Department of

Associate Professor Position in Oil & Gas Engineering

UNIVERSITY OF CALGARY

The University of Calgary invites applications for an initial term tenure-track position at the associate professor level in the **Department of Chemical and Petroleum Engineering**. Individuals with an earned doctoral degree and potential for excellent achievement in teaching and research are invited to apply. The area of specialization for this position is "Oil and Gas Engineering." Accordingly, the ideal academic background for this position would be in petroleum engineering. The appointee must hold, or be eligible to hold, the Professional Engineer designation with APEGGA. Although the starting date is flexible, we would prefer the candidate's availability prior to September 1, 2003.

The areas of expertise should include topics relevant to petroleum reservoir engineering. Specialization in reservoir characterization and geostatistics is advantageous. The candidate must be capable of teaching the core reservoir and production engineering courses at the undergraduate level and reservoir engineering-related courses at the graduate level. The successful candidate will be strongly encouraged to work closely with the Department of Geology and Geophysics to introduce and deliver interdisciplinary programs in Reservoir Characterization.

The Department of Chemical and Petroleum Engineering has 21 full-time faculty and offers BSc degrees in both Chemical and Oil & Gas Engineering. The department has over 250 undergraduate students and over 100 full-time graduate students working on varied topics in the area of oil & gas and chemical engineering. Graduate degree programs are offered at the MEng, MSc and PhD levels. The department has excellent computational and experimental capabilities and many of the faculty are actively involved in the interdisciplinary programs of the Calgary Centre for Innovative Technology (CCIT). A 3-D Immersive Virtual Environment for Stereographics Viewing is currently being installed in CCIT and will provide a focal point for future collaborative programs.

Salary is commensurate with qualifications and experience.

Interested individuals should send a curriculum vitae including attested copies of all degree transcripts, a statement of teaching and research interests, and the names and complete addresses (including fax and email) of three referees, prior to **July 1, 2003** to: **Professor R.G. Moore**, Head, Department of Chemical and Petroleum Engineering, University of Calgary, 2500 University Drive N.W., Calgary, Alberta, Canada T2N 1N4; Phone: (403) 220-7217; Fax: (403) 284-4852; Email: moore@ucalgary.ca

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

Chaire de recherche du Canada (CRC) (niveau II)
Arts médiatiques

La Faculté des beaux-arts recherche un ou une artiste qui œuvre dans les technologies numériques pour occuper un poste menant à la permanence. Son expérience peut porter sur les installations, la vidéo, le son, la robotique, le développement de logiciels ou de matériel informatique, les technologies en émergence, les arts informatiques ou les arts interactifs. Sa pratique et sa recherche témoignent de son inventivité en matière de technologies numériques et s'inscrivent dans un contexte d'interdisciplinarité.

Les candidats et candidates doivent démontrer leur capacité d'acquérir une notoriété internationale d'ici cinq ans ; ils sont censés, suivant les termes du programme des CRC niveau II, avoir obtenu leur diplôme terminal il y a moins de dix ans.

La Faculté des beaux-arts offre des programmes dynamiques en enseignement de l'art, histoire de l'art, cinéma (École Mel-Hoppenheim), danse contemporaine, thérapies par les arts, art du design, création numérique en beaux-arts (programme conjoint avec la Faculté de génie et d'informatique), musique, arts plastiques et théâtre. L'Université a récemment lancé l'Institut de recherche et création en arts et technologies médiatiques, *Hexagram* (www.hexagram.org), un regroupement interuniversitaire d'artistes-chercheurs novateur. La personne retenue contribuera aux activités de la Faculté en assumant notamment des tâches d'enseignement, d'encadrement des étudiants de 2e et 3e cycles et de développement de programmes d'études supérieures. Sous réserve de l'approbation de sa nomination par les responsables du programme des CRC, son entrée en fonction est prévue pour septembre 2004.

Les candidats doivent détenir un doctorat ou un diplôme terminal dans un domaine approprié et, de préférence, être bilingues (français/anglais) et avoir collaboré à des projets de recherche.

Le dossier de candidature doit comprendre un CV, un plan quinquennal de recherche/création détaillé ainsi que les coordonnées de trois personnes capables de fournir des références. Date limite : 15 mai 2003. Renseignements : Mme Lyselyn Adams, liselyn@vax2.concordia.ca

Adresse de correspondance :
Mme Liselyn Adams, Présidente du Comité des CRC
Faculté des beaux-arts
Université Concordia VA 250
1395, boul. René-Lévesque O.
Montréal (Québec) H3G 2M5

Ce poste est soumis aux conditions du Programme des chaires de recherche du Canada ainsi qu'à l'approbation de ses examinateurs et comités. (www.chairs.gc.ca)

Nous encourageons la candidature de toutes les personnes qualifiées. La priorité sera toutefois accordée aux citoyens canadiens et aux résidents permanents. L'Université Concordia souscrit au principe de l'équité en matière d'emploi.

UNIVERSITÉ Concordia

On vous prépare pour le monde

www.concordia.ca

Montréal (Québec) Canada

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Post-Doctoral Fellowship, Canadian Centre for Austrian and Central European Studies

The Canadian Centre for Austrian and Central European Studies of the University of Alberta invites applications for a 1-3 year post-doctoral fellowship with an initial minimum annual value of $35,000 (plus benefits), effective 1 September 2003.

Applicants must have an academic specialization in any discipline touching on aspects of the Habsburg Monarchy or its successor states. Applicants may be no more than 5 years past their doctoral degree and should be fluent in German. An ability to work in an additional central European language would be an asset.

The successful candidate will act as an assistant to the Director of the Canadian Centre for Austrian and Central European Studies and participate actively in the operation and activities of the Centre.

Applicants should submit a full curriculum vitae and the names of two references to the:

Canadian Centre for Austrian and Central European Studies
300 Arts Building
University of Alberta
Edmonton AB, Canada T6G 2E6
E-mail: ccauces@ualberta.ca
Application deadline: 12 June 2003

The University of Alberta is committed to the principle of equity in employment. It welcomes diversity and encourages applications from all qualified women and men, including persons with disabilities.

CAREERS CARRIÈRES

Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Fax: (519) 888-6197. Applications will be accepted until suitable candidates are found. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Appointments are subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Mechanical Engineering invites applications for a tenure-track faculty position at the Assistant, Associate, or Full Professor rank in the area of microjoining. This position is part of an initiative to establish a Canada Research Chair Program in Microjoining. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have access to outstanding facilities in materials joining and welding (especially microjoining and microwelding). Research experience in materials joining, surface engineering, or closely related areas is required. Strength in microelectronics, MEMS and optoelectronics packaging, as well as microfabrication and/or nanofabrication would be an asset. Applicants must hold a PhD in Materials Science and Engineering, or a closely related field, and have potential or proven ability for excellence in research, teaching and communication skills. It is anticipated that the appointment will begin as soon as possible. All qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities, are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Appointments are subject to final budgetary approval.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Mechanical Engineering invites applications for a tenure track position in the area of Solid Mechanics at the Assistant, Associate or Full Professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. Experience in analytical, numerical, and experimental fatigue analysis is required. The successful applicant will have access to outstanding numerical and experimental facilities, and will join an internationally recognized research group. In the area of fatigue analysis. Strength in undergraduate design project supervision and in the teaching of mechanical design would be an asset. Applicants must hold a PhD in Mechanical Engineering and have relevant experience, potential or proven ability for excellence in teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin in September of 2003 or as soon as possible thereafter. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Appointments are subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — Canada Research Chair in Sheet Metal and Tube Forming. The Department of Mechanical Engineering invites applications for a prestigious Research Chair in Sheet Metal and Tube Forming. This position will be a Tier I Canada Research Chair, funded under the Canada Research Chair program (www.chairs.gc.ca). The chair position is tenure track and the holder will be appointed within the Solid Mechanics group at the Associate Professor or Professor rank. The chair holder will assume a leadership role within a rapidly expanding research group in the area of sheet and tube forming. Current industrial funded activities in the area include major programs, with funding of approximately $1M per annum, on the formability of light-weight sheet materials, as well as tube hydroforming and bending for light weight automotive applications. The chair holder is expected to have international stature and expertise in the area of sheet and tube forming, in particular the plasticity and/or tribology aspects of these processes. In the near future, this research thrust will expand further to include an NSERC Industrial Chair, with associated senior and junior faculty positions, numerous post-doctoral fellows, research engineers, technologists and graduate students. The ability to attract further industrial funding will be valued greatly. The chair holder will supervise graduate students and undertake an active research program. In addition, the chair holder will have the opportunity to teach undergraduate and graduate courses within a Cooperative Education Program at a world-class university. Over the past ten years, Waterloo has held and currently holds the highest ranking amongst Canadian comprehensive universities, based upon an annual survey performed by a national news magazine. Applicants must hold a PhD in Mechanical Engineering or related discipline and have relevant experience, the potential or proven ability for excellence in teaching, and excellent communication skills. It is anticipated that the appointment will begin July 1, 2003 or as soon as possible thereafter. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities. Under Citizen and Immigration Canada rules, eligible applicants for Canada Research Chairs include Canadian citizens, permanent residents and persons from abroad. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Appointments are subject to the availability of funds.

ENGLISH

■ **CONCORDIA UNIVERSITY'S** Department of English invites applications for up to two limited-term appointments, one in the area of English Renaissance Literature and one in Creative Writing (prose fiction). For the position in English Renaissance Literature, applicants should have competence in all areas of 16th and 17th century English literature, including non-dramatic literature, Renaissance drama, and Shakespeare. A completed PhD, or one very near completion, is necessary, and successful teaching experience is highly desirable. Scholarly publications are also an asset. For the position in Creative Writing, applicants should have an MA or MFA in Creative Writing, at least one published book, and successful experience teaching Creative Writing at the university level. The applicant should be an accomplished writer of prose fiction. Please forward a letter of intent, a curriculum vitae, a statement of teaching and research interests (in writing interests for the Creative Writing position) and three letters of reference to: Terence Byrnes, Chair, Department of English, Concordia University, 1455 de Maisonneuve Blvd. West, LB-509, Montreal, Québec H3G 1M8. Review of applications will begin on June 6, 2003 and continue until the positions are filled. These positions are full-time, limited-term appointments, beginning August 15, 2003 and ending May 31, 2004. Hiring is subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

■ **THE UNIVERSITY OF WINNIPEG** — The Centre for Academic Writing is inviting applications for a 12-month sessional lecturer position in Rhetoric and Communication, beginning Aug. 1, 2003. The candidate must have a completed MA with a concentration in rhetoric, composition, and/or communication, or any combination of these areas. We will also consider candidates with an MA or PhD (or one close to completion) in English or Education with a concentration or teaching experience in any one of these areas: academic writing, technical/professional communication, media and/or cultural studies, or computer-mediated communication. Experience teaching undergraduate writing courses is a necessity. The successful candidate may teach, if appropriate, one upper-level rhetoric and communication course as well as first-year multidisciplinary Academic Writing courses. Subject to budgetary approval, this position may be renewed for up to three years. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents. The deadline for applications is June 2, 2003. Interested candidates should send a curriculum vitae, three letters of reference, and a sample of course outlines (developed or taught) to: Amanda Goldrick-Jones, Director, Centre for Academic WritingUniversity of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada, R3B 2E9, Phone: 204-786-9848, Fax: 204-774-4134, Email: a.goldrick-jones@uwinnipeg.ca.

■ **THE UNIVERSITY OF WINDSOR** Invites applications for one 12-month limited-term position in the Department of English in the area of Shakespeare and Renaissance Studies commencing as early as July 1, 2003 as well as the position of Head, Department of English Language, Literature, and Creative Writing commencing July 1, 2004. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Katherine M. Quinsey, Head, Department of English Language, Literature, and Creative Writing, University of Windsor, Windsor, ON N9B 3P4; Tel: 519-253-3000, Ext. 2289; Fax: 519.971.3676; E-mail: kateq@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Diakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

ENTOMOLOGY

■ **THE UNIVERSITY OF GUELPH** — The Department of Environmental Biology at the University of Guelph invites applications for an Assistant Professor, 3 year contractually limited, in the area of Apiculture/Entomology. The successful candidate will develop and teach undergraduate and graduate courses in apiculture and/or entomology, depending on his/her area of expertise. The candidate will be expected to conduct applied and basic research in apiculture, for example queen rearing, bee pests and diseases and stock selection. In addition the successful candidate will be responsible for technology transfer to the apiculture industry. The position requires a PhD in apiculture or a related field. Preference will be given to applicants with appropriate training and experience in queen rearing, bee

Vice-President, Research
University of Windsor

UNIVERSITY OF WINDSOR

In keeping with its significant commitment to the growth of its research culture, and the promotion of its Strategic Research Plan, the University of Windsor invites nominations, applications, and expressions of interest for the new position of Vice-President, Research.

Established in November, 2000, the Strategic Research Plan (see **www.uwindsor.ca/srp**) has helped the institution become a recognized leader in the University-wide areas of focus: automotive, environmental and social justice research. In addition, implementation of the Plan has enhanced other clusters of research strength, and established partnerships with industry, government, universities and organizations around the globe.

The University has appointed 11 of its 15 Canada Research Chairs and enjoys the highest per-capita proportion of NSERC Industrial Research Chairs of any Canadian university. The increase in externally funded research, the expansion of the research infrastructure, and the renewal of faculty, provide a fertile setting for on going research growth, the promotion of an atmosphere of innovation, and the advancement of research careers.

The Vice-President, Research will promote the expansion of this dynamic and rapidly growng research activity at the University's most senior administrative levels, reporting to the President and working closely with the Vice-President, Academic and Provost. The appointment, combined with a tenured faculty position, is for a renewable term of five years, and may commence as early as September 1, 2003. The search committee will begin the review of submissions on May 30, 2003.

The University of Windsor is committed to equity in its academic policies, practices, and programs; supports diversity in its teaching, learning, and work environments; and ensures that applications from members of traditionally marginalized groups are seriously considered under its employment equity policy. Those who would contribute to the further diversification of our faculty and its scholarship include, but are not limited to, women, Aboriginal peoples, persons with disabilities, members of visible minorities, and members of sexual minority groups.

Priority will be given to Canadians and permanent residents of Canada.

For more information, please contact the address below or visit **www.uwindsor.ca/facultypositions** for a detailed position profile.

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Toronto, Ontario M5R 2J9 Fax: 416-923-8311

E-mail: resumes@jwasearch.com
www.jwasearch.com

Janet Wright & Associates Inc.

JWA

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, population health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With 12,000 students, over 1,100 faculty and staff, and an operating budget of nearly $100 million, the University of Regina is committed to being a great place to study and work. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Regina is committed to employment equity and is a partner in the Aboriginal Employment Development Program. Deadlines and qualifications vary- please see websites.

Faculty of Engineering
TENURE TRACK POSITION to commence July 1, 2003 at the rank of Assistant or Associate Professor in the area of Environmental Systems Engineering. Visit **www.uregina.ca/admin/recruitmentuc.html** or for more details on the Faculty visit **www.uregina.ca/engg/**

Submit applications with curriculum vitae, a statement of teaching and research interests including the names of three references to:
Dr. Paiton (P.T.) Tontiwachwuthikul, P.Eng.
Dean, Faculty of Engineering
University of Regina
Regina SK Canada S4S 0A2
Tel: (306) 585-4159
Fax: (306) 585-4556
E-mail: paitoon@uregina.ca also copy to carol.lindemann@uregina.ca

Faculty of Kinesiology and Health Studies
TENURE-TRACK POSITION to commence July 1, 2003 at the rank of Assistant/Associate Professor in Population Health/Epidemiology. Visit **www.urgina.ca/hr/RECRUITMENT/Faculty.html** or for more details on the University visit **www.uregina.ca**

Submit applications with a statement of research and teaching capabilities, a detailed curriculum vitae, copies of transcripts, and the names and contact information for three referees to:
Dr. Craig J. Chamberlin, Dean
Faculty of Kinesiology and Health Studies
University of Regina
Regina SK S4S 0A2
E-mail: craig.chamberlin@uregina.ca

UNIVERSITY OF REGINA
University of Regina,
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca/hr/RECRUITMENT/Faculty.html

Athabasca University
Canada's Open University

Specializing in distance and on-line education, Athabasca University delivers university education to approximately 26,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies and to increasing equality of educational opportunity for adult learners worldwide. Athabasca University invites applications for the position of:

Assistant Professor, Environmental Studies and Human Geography, Centre for Global and Social Analysis

This position will be of interest to a specialist in environmental studies with competence in human geography. The successful applicant will be responsible for the ongoing development and implementation of an undergraduate program in environmental studies, and for the coordination of courses in human geography.

Qualifications include a Ph.D. in Environmental Studies or Human Geography (or closely related field) and a strong teaching and research record. Experience in adult education and distance education (including electronic delivery systems) would be an asset.

This is a tenure-track position starting September 01, 2003, subject to the final approval of the 2003/04 budget. Salary is commensurate with qualifications and experience, supplemented by a generous benefits package.

Please refer to the full job profile on our Web site at:

www.athabascau.ca/jobprofiles

Further information about this position may be obtained from Dr. Bruce Morito: via email, brucem@athabascau.ca

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

Applicants should forward a letter of application, a resume and the names and addresses of three referencas by **June 01, 2003**, quoting **Competition #CB-0503**, to: **Coordinator, Employment Services, Human Resources, Athabasca University, 1 University Drive, Athabasca, Alberta T9S 3A3; by email: resume@athabascau.ca; or fax: (780) 675-6135.**

Athabasca University develops and maintains an environment that supports equitable working conditions for individuals traditionally underrepresented in universities. The University is committed to employment equity, and encourages applications from women, indigenous peoples, persons with disabilities, and members of visible minorities.

Athabasca University is located in the town of Athabasca, nestled in the picturesque Athabasca River Valley of north central Alberta, 145 km north of Edmonton. The successful applicant may consider residence in Athabasca, Edmonton or surrounding communities.

Visit our web site at **www.athabascau.ca**
To learn more about the town of Athabasca, visit: **www.town.athabasca.ab.ca**

CAREERS CARRIÈRES

pathology, and one or more of the following: physiology, molecular biology, toxicology, pesticide resistance and its management, and commercial beekeeping. Salary will be at the assistant professor level. Applications, including a curriculum vitae, university transcripts, a statement of philosophy and teaching interest/expertise, reprints or other evidence of academic activities should be forwarded to the Department Chair. In addition the candidate should provide a list of at least three referees that the Department can contact directly. The closing date for this competition is June 15, 2003. Submit all documentation to: Dr. Michael A. Dixon, Chair, Department of Environmental Biology, University of Guelph, Guelph Ontario N1G 2W1, Fax: (519) 837-0442, Email: mdixon@ces.uoguelph.ca. The position is expected to start on September 1, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity programme that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women.

ENVIRONMENTAL MANAGEMENT

■ **THE UNIVERSITY OF GUELPH** — The College Professor, Environmental Management position will be responsible for the development and delivery of an effective applied research and extension program in environmental management with particular emphasis on agricultural and rural issues and needs. The incumbent will liaise with the industry and producers groups and with University, OMAF and AAFC colleagues to develop research directions consistent with industry needs and Ontario Agricultural Services Co-ordinating Committee priorities. The position requires teaching at the degree and diploma level within the Environmental Management educational programs at Ridgetown. This will involve the preparation and delivery of course material, set-up and operation of labs, assessing, evaluating and documenting student performance. The successful candidate will be involved in a number of College, University and external committee as required and assigned. Requirements of the position include: candidates will possess a PhD in environmental sciences/management or related science with at least one (1) year post graduate experience or an equivalent combination of education and experience; excellent knowledge of research techniques; proven oral and written skills; ability to motivate and develop a positive working environment with staff and students; working knowledge of word processing, spread-sheet, data-base and statistical programs is required. Normal Hiring Range: $41,329 - $51,150 per annum. Applicants must forward a complete resume including 3 letters of reference no later than May 31, 2003 to Human Resources, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Fax: (519) 763-2780. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, porsons with disabilities, members of visible minorities and women.

EVOLUTIONARY ECOLOGY

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of Zoology is seeking a terrestrial invertebrate evolutionary ecologist with previous academic experience that is appropriate for appointment at the Associate Professor level. This is a one-year appointment, with the possibility for renewal. The successful candidate must have an excellent record of research accomplishment, demonstrate superior teaching ability, and show potential for interaction with a core group of evolutionary biologists and ecologists and a growing group of arachnologists. They are expected to contribute to teaching core courses in behavioural ecology and Darwinian medicine. Applicants should send a curriculum vitae, summary of research and teaching interests, and the names and contact information of three referees to **Dr. Bill Milsom, Head, Department of Zoology, University of British Columbia, 6270 University Boulevard, Vancouver, BC, Canada, V6T 1Z4** (Fax: (604) 822-5780; e-mail: head@zoology.ubc.ca. Deadline for receipt of applications is May 10, 2003. Salary will be commensurate with experience. Appointment will be subject to final budgetary approval. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadians and permanent residents of Canada will be given priority.

FAMILY & NUTRITIONAL SCIENCES

■ **THE UNIVERSITY OF PRINCE EDWARD ISLAND** — The Department of Family and Nutritional Sciences invites applications for a tenure-track appointment at the Assistant Professor level in Family Science. The Department offers two majors programs (Family Science and Foods and Nutrition) which are closely interdependent and complementary. The successful candidate for this position will teach courses which support both areas which may include human development, human sexuality, and communications. Interest in developing interdisciplinary courses in the area of health and families, that would support both majors programs, would be an asset. The successful candidate will hold, or be near completing, a PhD in a relevant discipline, and demonstrate a strong commitment to undergraduate teaching. A record of, or potential for, excellence in research is also required. The Department is particularly interested in individuals with a background in child and adolescent development in which strong opportunities for collaboratives, interdisciplinary research exist. Scholars in other areas are encouraged to apply. To Apply: Send a letter of application, curriculum vitae, teaching dossier and three letters of reference: Professor Debbie MacLellan, Chair, Department of Family and Nutritional Sciences, University of Prince Edward Island, Charlottetown, Prince Edward Island, C1A 4P3, Phone: 902-566-0521, Fax: 902-628-4367, Email: macllelan@upei.ca, Web Site: http://www.upei.ca/familyandnutrition. Applications will be accepted until the position is filled; review of applications will begin May 15, 2003. In accordance with Canadian immigration requirements, "All qualified candidates are encouraged to apply; however, Canadians and Permanent residents will be given priority." The University of Prince Edward Island is committed to employment equity. The position is subject to final budgetary approval.

FOOD SCIENCE

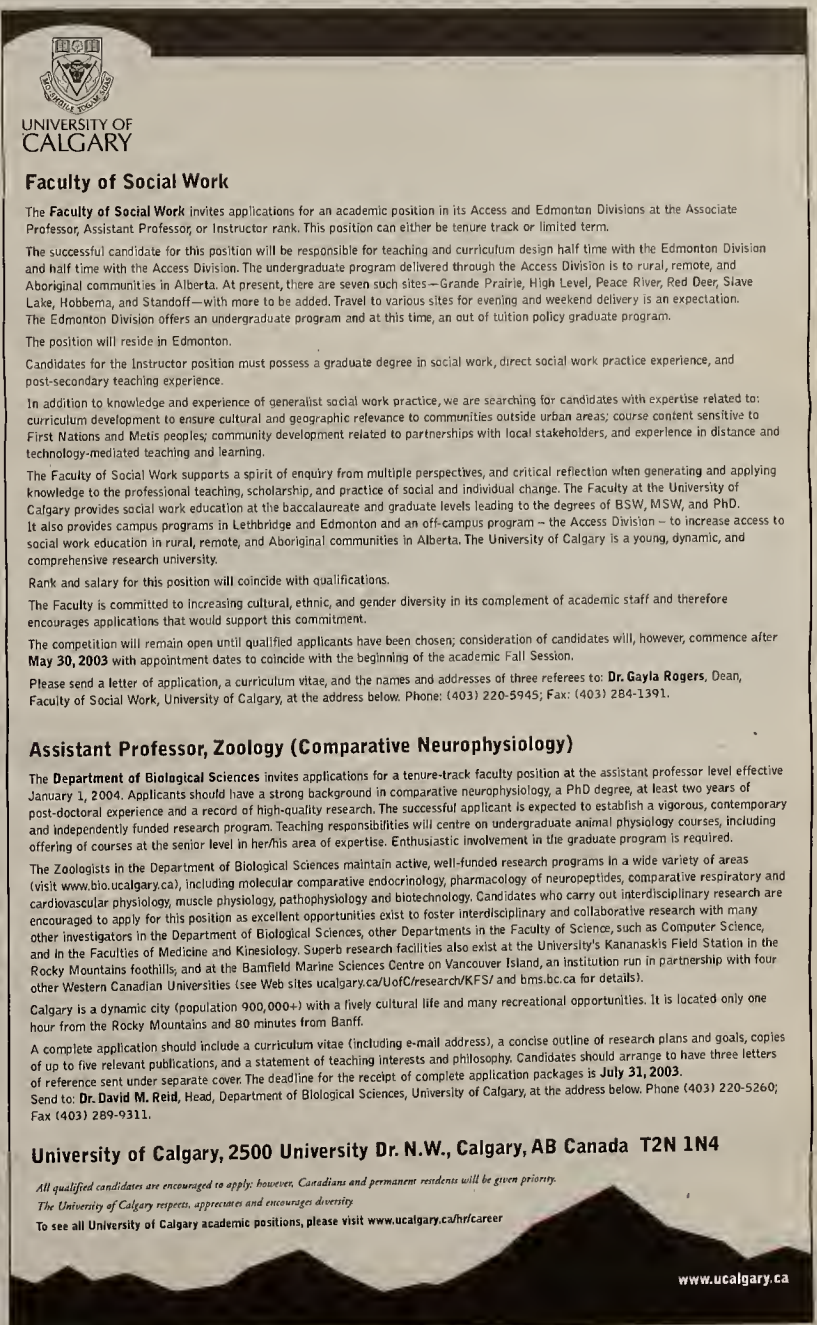
■ **THE UNIVERSITY OF ALBERTA** — The Department of Agricultural, Food and Nutritional Science (AFNS) at the University of Alberta and Alberta Agriculture, Food and Rural Development (AAFRD) invite applications for a joint tenure-track Assistant/Associate Professor position in Bio/Food Engineering as part of an exciting new initiative in Bioproducts to meet the research and educational needs of the rapidly growing Agri-Food industry in Alberta. The appointee will develop an innovative state-of-the-art basic and applied research program in Bioproducts with a focus on biomaterials/industrial products obtained from agricultural commodities, such as biolubricants, biodiesel, composite materials, and personal care items. The candidate is expected to teach both undergraduate and graduate students and develop and maintain an externally funded research program. The appointee must demonstrate desire and ability to deliver a creative, cutting-edge program through individual and collaborative initiatives. Applicants must have a PhD, in a related discipline such as Chemical Engineering, Food Engineering or Food Science, and a demonstrated ability to conduct and publish research and to commercialize technical developments. Effective written, oral, teaching, and interpersonal communication skills are essential. As this is a joint position between AFNS and AAFRD (50:50), the successful candidate will be located at the Center for Agri-Industrial Technology (CAIT) half of the time and is expected to contribute to the technology transfer programs of AAFRD by working closely with the industry, thus industry experience is required. The successful applicant is expected to develop collaborative research programs with industry and scientists at the University of Alberta, Alberta Agriculture, Food and Rural Development, and Agriculture and Agri-Food Canada. The University of Alberta has excellent on-campus research facilities and equipment, including an Agri-Food Materials Science Centre and numerous specialized analytical laboratories. The Department of AFNS is also currently undertaking a major infrastructure-upgrading program with the support of industry and government. AAFRD has excellent pilot plant processing facilities (Center for Agri-Industrial Technology and Food Processing Development Center) for food and industrial products. Applications, including a statement of research and teaching interests, industry experience, curriculum vitae, and the name of three referees should be sent to: Dr. John Kennelly, Chair, Department of Agricultural, Food and Nutritional Science, University of Alberta, Edmonton, Alberta, Canada T6G 2P5. Closing date for applications is May 31, 2003 or until a suitable candidate is found. For further information on this position contact Dr. Kennelly at (780) 492-2131 / Fax: (780) 492-4265 / E-mail: afns-chair@ualberta.ca or visit our web site at www.afns.ualberta.ca or contact Mr. Ron Pettitt, Director of Processing Division, AAFRD, at (780) 986-4793 / Fax: (780) 986-5138 / E-mail: ron.pettitt@gov.ab.ca, web site: www.agric.gov.ab.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

FRANÇAIS

■ **THE UNIVERSITY OF WESTERN ONTARIO** — Le Département de français à la Faculté des arts, est à la recherche d'un-e professeur-e en littérature française des XIXe et XXe siècles (c'est à-dire, la littérature produite en France), pour un poste "Limited term" de douze mois. Le-la candidat-e idéal-e aura un doctorat ou un PhD, de l'experience dans l'enseignement et un excellent dossier de publications. Date d'entrée en fonctions: le 1er juillet 2003. Ce poste est sujet à approbation budgétaire. Veuillez adresser un curriculum vitae et trois lettres de recommandation envoyées directement des répondants au Dr Clive Thomson, Directeur, Département de français, The University of Western Ontario, London, Ontario N6A 3K7, avant le 15 juin 2003 (dossiers de candidature acceptés par courrier électronique: cthomson@uwo.ca). Tous-tes les candidat-e-s qualifié-e-s sont encouragé-e-s à postuler; toutefois la priorité sera accordée aux citoyen-ne-s et aux résident-e-s permanent-e-s du Canada. The University of Western Ontario s'engage à respecter l'équité en matière d'emploi. Pour promouvoir la diversité dans le lieu de travail, elle encourage toute candidature provenant de femmes et hommes qualifiés, y compris les membres de minorités visibles, les autochtones et les personnes handicapées.

GEOLOGY

■ **THE UNIVERSITY OF CALGARY** — The B.Sc. Environmental Science Program at the University of Calgary invites applications for a three-year (limited term Assistant Professor position in the field of Hydrogeology, preferably in relation to anthropogenic impacts on water quality or on biogeochemical processes related to surface water/groundwater interactions. The appointment is to the BSc Environmental Science Program, with the position based in the Department of Geology and Geophysics. The Program has five areas of specialization including Biological Sciences, Chemistry, Geography and Social Sciences, Geology, and Physics. The Program's courses emphasize interdisciplinary and inquiry-based learning linked to community issues (see www.fp.ucalgary/ENSC and the University's Academic Plan at www.ucalgary.ca). The successful candidate will be committed to teaching, and will lead hydrology and hydrogeology components of Environmental Science field courses. Qualifications include a PhD, and preferably post-doctoral experience, and the ability to establish an active, externally-funded research program. There are a number of active or proposed research networks in southern Alberta related to water issues in which the successful candidate could participate. A complete application package should include a curriculum vitae, a concise outline of research directions and goals, copies of



UNIVERSITY OF CALGARY

Faculty of Social Work

The **Faculty of Social Work** invites applications for an academic position in its Access and Edmonton Divisions at the Associate Professor, Assistant Professor, or Instructor rank. This position can either be tenure track or limited term.

The successful candidate for this position will be responsible for teaching and curriculum design half time with the Edmonton Division and half time with the Access Division. The undergraduate program delivered through the Access Division is to rural, remote, and Aboriginal communities in Alberta. At present, there are seven such sites—Grande Prairie, High Level, Peace River, Red Deer, Slave Lake, Hobbema, and Standoff—with more to be added. Travel to various sites for evening and weekend delivery is an expectation. The Edmonton Division offers an undergraduate program and at this time, an out of tuition policy graduate program.

The position will reside in Edmonton.

Candidates for the Instructor position must possess a graduate degree in social work, direct social work practice experience, and post-secondary teaching experience.

In addition to knowledge and experience of generalist social work practice, we are searching for candidates with expertise related to: curriculum development to ensure cultural and geographic relevance to communities outside urban areas; course content sensitive to First Nations and Metis peoples; community development related to partnerships with local stakeholders, and experience in distance and technology-mediated teaching and learning.

The Faculty of Social Work supports a spirit of enquiry from multiple perspectives, and critical reflection when generating and applying knowledge to the professional teaching, scholarship, and practice of social and individual change. The Faculty at the University of Calgary provides social work education at the baccalaureate and graduate levels leading to the degrees of BSW, MSW, and PhD. It also provides campus programs in Lethbridge and Edmonton and an off-campus program – the Access Division – to increase access to social work education in rural, remote, and Aboriginal communities in Alberta. The University of Calgary is a young, dynamic, and comprehensive research university.

Rank and salary for this position will coincide with qualifications.

The Faculty is committed to increasing cultural, ethnic, and gender diversity in its complement of academic staff and therefore encourages applications that would support this commitment.

The competition will remain open until qualified applicants have been chosen; consideration of candidates will, however, commence after **May 30, 2003** with appointment dates to coincide with the beginning of the academic Fall Session.

Please send a letter of application, a curriculum vitae, and the names and addresses of three referees to: **Dr. Gayla Rogers**, Dean, Faculty of Social Work, University of Calgary, at the address below. Phone: (403) 220-5945; Fax: (403) 284-1391.

Assistant Professor, Zoology (Comparative Neurophysiology)

The **Department of Biological Sciences** invites applications for a tenure-track faculty position at the assistant professor level effective January 1, 2004. Applicants should have a strong background in comparative neurophysiology, a PhD degree, at least two years of post-doctoral experience and a record of high-quality research. The successful applicant is expected to establish a vigorous, contemporary and independently funded research program. Teaching responsibilities will centre on undergraduate animal physiology courses, including offering of courses at the senior level in her/his area of expertise. Enthusiastic involvement in the graduate program is required.

The Zoologists in the Department of Biological Sciences maintain active, well-funded research programs in a wide variety of areas (visit www.bio.ucalgary.ca), including molecular comparative endocrinology, pharmacology of neuropeptides, comparative respiratory and cardiovascular physiology, muscle physiology, pathophysiology and biotechnology. Candidates who carry out interdisciplinary research are encouraged to apply for this position as excellent opportunities exist to foster interdisciplinary and collaborative research with many other investigators in the Department of Biological Sciences, other Departments in the Faculty of Science, such as Computer Science, and in the Faculties of Medicine and Kinesiology. Superb research facilities also exist at the University's Kananaskis Field Station in the Rocky Mountains foothills, and at the Bamfield Marine Sciences Centre on Vancouver Island, an institution run in partnership with four other Western Canadian Universities (see Web sites ucalgary.ca/UofC/research/KFS/ and bms.bc.ca for details).

Calgary is a dynamic city (population 900,000+) with a fively cultural life and many recreational opportunities. It is located only one hour from the Rocky Mountains and 80 minutes from Banff.

A complete application should include a curriculum vitae (including e-mail address), a concise outline of research plans and goals, copies of up to five relevant publications, and a statement of teaching interests and philosophy. Candidates should arrange to have three letters of reference sent under separate cover. The deadline for the receipt of complete application packages is **July 31, 2003**.
Send to: **Dr. David M. Reid**, Head, Department of Biological Sciences, University of Calgary, at the address below. Phone (403) 220-5260; Fax (403) 289-9311.

University of Calgary, 2500 University Dr. N.W., Calgary, AB Canada T2N 1N4

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.
The University of Calgary respects, appreciates and encourages diversity
To see all University of Calgary academic positions, please visit www.ucalgary.ca/hr/career

www.ucalgary.ca

Simon Fraser University
Senior Lecturer
Department of Physics

The Department of Physics at Simon Fraser University invites applications for the position of Senior Lecturer, effective September 1, 2003 or earlier, subject to final budgetary approval. Required qualifications are a PhD degree in physics, teaching experience at the post-secondary level and a strong commitment to excellence in teaching. It is expected that the successful candidate will participate in the teaching program of the department at all levels, will be active in curriculum development and will play a role in the general committee work of the Department. The specific duties of the incumbent will be determined by the Chair of the Department but will normally be the equivalent of teaching six one-semester courses over a twelve-month period. In accordance with Simon Fraser University policy A12-01, the initial appointment will be for one year but it is anticipated that this will be a continuing position. Further information regarding the position of Senior Lecturer may be found on the SFU web site at http://www.sfu.ca/policies/academic/a12-01.htm.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. SFU is committed to an equity employment program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified women, aboriginal Canadians, persons with disabilities, and members of visible minorities.

To apply for this position, send a curriculum vitae, teaching evaluations of previous courses taught, if available, and have three letters of recommendation sent to **Dr. Michael Plischke, Chair, Department of Physics, Simon Fraser University, Burnaby, V5A-1S6** (e-mail: plischke@sfu.ca). The deadline for applications is **June 15, 2003** but late applications will be accepted until the position is filled.

CAREERS CARRIÈRES

Faculty Position in Biomedical Engineering

McMaster University and its Department of Electrical and Computer Engineering have embarked on a major initiative to develop a strong biomedical engineering program both at the undergraduate and graduate level. This program will link the existing strength in electrical and computer engineering with biomedical research in medical imaging, medical telerobotics, telemedicine, signal processing as well as the health sciences. Biomedical engineering bridges the historical separation between the biological and medical sciences and the engineering and physical sciences, thereby spanning interdisciplinary boundaries. Our goal is to attract top notch undergraduate and graduate students, and to educate a new generation of engineers and prepare them for the health care profession and industry. In order to facilitate this, we are seeking a leader at the associate or full professor rank for a tenured or tenure-track position, who will help lead and develop this new biomedical initiative at McMaster. Truly outstanding candidates will be considered for a Tier I Canada Research Chair (CRC). Further details on the CRC Program can be viewed at: http://www.chairs.gc.ca/english/about/factsheet/index.html.

Qualified candidates will have a strong commitment to research and teaching with the ability to establish or maintain a dynamic research program in their fields of expertise. They will also have strong communication skills and will be able to impart their knowledge and expertise to both undergraduate and graduate students.

McMaster University has an outstanding research environment and is well known for its innovation in teaching and program development, and offers attractive start-up packages to outstanding candidates.

CRC offers will be made in keeping with the immigration requirements associated with the Canada Research Chair program-no restrictions are imposed with regard to nationality or country of residence. Canada Research Chairs are subject to review and approval by the CRC Secretariat. All other qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

McMaster is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Salary is commensurate with qualifications and experience.

Applications should be sent to the address below, and will be accepted until this position has been filled. Please ensure all applications are complete with a curriculum vitae and the names of three references.

Search Committee
Department of Electrical and Computer Engineering
McMaster University
1280 Main Street West
Hamilton, Ontario, Canada L8S 4L7
Telephone: 905-525-9140, ext. 23315
Fax: 905-523-4407
Email: ferracu@mcmaster.ca

McMaster University
ENGINEERING

Further information on the department is available from http://www.ece.mcmaster.ca.

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not more than three representative publications, a statement of teaching interests and philosophy, and the names and contact information of at least 3 referees. Applications should be sent to Dr. Mary Reid, Environmental Science Program, University of Calgary, 2500 University Dr. N.W., Calgary, AB, Canada T2N 1N4. Phone: (403) 220-3127, Fax: (403) 210-8105, email: ense@ucalgary.ca. The closing date for applications is 1 June 2003, or until a suitable applicant is found. The starting date for this position could be as early as 1 September 2003. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Calgary respects, appreciates, and encourages diversity.

HISTORY

■ **SAINT MARY'S UNIVERSITY** — The Department of History invites applications for a nine month sessional appointment in Early Modern European History beginning September 1, 2003. The successful candidate will be responsible for teaching our introductory full year survey course "Civilization in the West" as well as upper-level courses in areas related to Early Modern Europe. An ability to teach our single term course "France and New France" would also be considered an asset. The successful candidate will be encouraged to participate in all aspects of department life. The department has a vigorous research culture and our faculty, graduate students, and post-doctoral fellows have made contributions to historical scholarship in a wide range of areas. Our department provides vital support for the university's interdisciplinary programs, including Atlantic Canada Studies, Asian Studies, Women's Studies, and International Development Studies. We also enjoy a close relationship with the local museum and educational community that we are currently enhancing through the creation of a Public History component of our program. For further information visit our web page: http://www.stmarys.ca/academic/arts/history. Candidates with a completed, or nearly completed, PhD and teaching experience will be preferred. Applicants should send a letter of application, a c.v., a sample of written work, teaching dossier or evidence of teaching effectiveness, names and addresses of three referees, and any other material they deem relevant to the Chair, Department of History, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3, fax (902) 420-5141, e-mail: history@stmarys.ca. The closing date for receipt of applications is June 1, 2003. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents, but applications from all qualified candidates are welcome. Saint Mary's University is committed to the principles of employment equity.

■ **SAINT MARY'S UNIVERSITY** — The Department of History invites applications for a tenure-track appointment at the assistant professor level in Modern Latin American and/or Modern American History. The successful candidate will be responsible for teaching an introductory survey of the "History of the United States since 1865" as well as upper level courses in both Modern Latin American and Modern American History. An ability to teach in one or more of the following fields would also be considered an asset: Native History, African-American History, Historiography, and Public History. The successful candidate will be joining a department with a vigorous research culture whose faculty, graduate students, and post-doctoral fellows have made contributions to historical scholarship in a wide range of areas. Our department provides vital support for the university's interdisciplinary programs, including Atlantic Canada Studies, Asian Studies, Women's Studies, and International Development Studies. We also enjoy a close relationship with the local museum and educational community that we are currently enhancing through the creation of a Public History component of our program. For further information visit our web page: http://www.stmarys.ca/academic/arts/history. The appointment will commence on July 1, 2004, subject to budgetary approval. Applicants must have a completed PhD, or be near completion, and demonstrate considerable promise in teaching, research and scholarly publication. Applicants should send a letter of application, a c.v., contact information for three academic referees, and a writing sample to the Chair, Department of History, Saint Mary's University, Halifax, Nova Scotia, Canada B3H 3C3, Fax (902) 420-5141, E-mail: history@stmarys.ca. The closing date for receipt of applications is August 25, 2003. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents, nevertheless applications from all qualified candidates are welcome. Saint Mary's University is committed to the principles of employment equity.

■ **THE UNIVERSITY COLLEGE OF CAPE BRETON** invites applications for a tenure-track History Assistant Professor position to commence July 1, 2003. This position is subject to budgetary approval. UCCB offers a Bachelor of Arts with a core curriculum. The successful candidate will teach the equivalent of one six-credit course in the Humanities core, which is similar to the history of Western Civilization as well as an introductory course and an upper level course in any area of Canadian history. Candidates must have a PhD with post-secondary teaching experience and publications in any area of Canadian history and a competency to

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Dalhousie *University*

Assistant Professor/Lecturer Business Communications

The Dalhousie School of Business invites applications for a full-time position in Business Communications to begin on July 1, 2003. The term of the appointment will be for a three year limited term, at the level of assistant professor or lecturer.

The successful candidate will be responsible for teaching a mandatory core Business Communications course in the undergraduate Commerce program. Assessing the students' co-op work-term reports, and assisting with the integration of Career Portfolios and Skills Transcripts into the Commerce Program. For further details about the School of Business Administration, please check our web site at www.mgmt.dal.ca/sba.

This position offers a stimulating opportunity for academic and administrative growth at an exciting time. A highly successful fund-raising campaign is underway, a new state of the art building is being designed and executive programs are expanding. The School is poised to strengthen its place among leading Canadian business schools.

The minimum educational requirement for an appointment at the rank of Assistant Professor is a PhD in business, communications, or a related field. ABD's will also be considered. The minimum educational requirement for an appointment at the rank of Lecturer is a Master's degree in business, communications, or a related field. Preference will be given to candidates with significant work experience in business or communications, previous university teaching experience, and demonstrated research interests related to business communications.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

Applicants should send a c.v., the names of three references, and other supporting materials such as teaching evaluations to **Dr. Gudrun Curri, School of Business Administration, Dalhousie University, 6152 Coburg Road, Halifax, Nova Scotia, B3H 3J5, Canada,** no later than **May 31, 2003**

Lakehead
UNIVERSITY

VICE-PROVOST (STUDENT AFFAIRS)

Lakehead University invites applicants for the position of Vice-Provost (Student Affairs). Reporting to the Vice-President (Academic) and Provost, the Vice-Provost (Student Affairs) functions as the senior administrator responsible for financial aid, academic advising, learning assistance, counselling and health services, admissions, recruitment, and international activities. The Vice-Provost must be a strong academic leader with a focus on student learning and student success at both the undergraduate and graduate levels. An understanding of enrolment management issues is critical.

The successful candidate will have a demonstrated ability to work collaboratively with faculty, staff and students. An earned doctorate and university experience are required. Teaching experience at the university level is preferred.

Lakehead University, located in Thunder Bay, Ontario, is a comprehensive university committed to excellence and innovation in undergraduate and graduate education, as well as research and other scholarly activity. More than 6000 students attend Lakehead University, many from Northwestern Ontario, but most coming from beyond the region. For more information on Lakehead University, please visit our web site at www.lakeheadu.ca.

Applicants should submit a curriculum vitae and the names and addresses of three referees to:

Dr. Mary Louise Hill
Vice-President (Academic) and Provost
Lakehead University
955 Oliver Road
Thunder Bay, ON P7B 5E1

Review of Applications will begin on May 30, 2003.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Lakehead University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified applicants, including women, individuals within visible minorities, Aboriginal persons, and persons with disabilities.

Simon Fraser University

ASSISTANT PROFESSORSHIP IN STRUCTURAL GEOLOGY
Department of Earth Sciences

The Department of Earth Sciences at Simon Fraser University invites applications for a tenure track Assistant Professorship in Structural Geology commencing January 1st, 2004. A PhD is required and previous research, teaching or industry experience is desirable. It is expected that the research activities of the successful candidate will complement some aspect of our existing research interests within the Department. The successful candidate will develop a field-oriented research program, and supervise both graduate and undergraduate students. Teaching responsibilities will include structural geology, field camps and advanced courses in the appointee's field of expertise. Eligibility for registration as a professional geoscientist (P.Geo) with the Association of Professional Engineers and Geoscientists of British Columbia (APEGBC) is desirable.

For additional information about this position, see http://www.sfu.ca/earth-sciences/

All qualified candidates are encouraged to apply; however, Canadian Citizens and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

Applicants are requested to submit curriculum vitae, a statement of research and teaching interests, and the names, addresses, phone numbers and/or fax numbers, and email addresses of three referees. Applications or requests for further information should be directed to: **Dr. Doug Steed, Chair, Department of Earth Sciences, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6. Phone: 604-291-4657; Fax: 604-291-5481; E-mail: dsteed@sfu.ca.**

Review of applications will begin July 18, 2003. The search will remain open until the position is filled.

Send ads via e-mail!
ads@caut.ca

CAREERS CARRIÈRES

teach an introductory level course in the history of Western Civilization. Applicants are expected to demonstrate potential and commitment with regard to teaching, research/creative/scholarly activities and service to UCCB, community and profession. The union affiliation of this position is with the UCCB Faculty Association of University Teachers (FAUT). UCCB is an equal opportunities/affirmative action employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. UCCB encourages applications from qualified Aboriginal People, African Canadians or other persons from a visible minority group, persons with disabilities and women. Applicants who wish to be considered for this initiative may self-identify in their cover letter. Qualified candidates should send a letter of application quoting the reference number HST0304 on all correspondence, a curriculum vitae and three letters of reference to the Director of Human Resources no later than 4:00 p.m. May 30, 2003 to phone: 902-563-1153, fax: 902-563-1458, e-mail: hr@uccb.ns.ca, Website: www.uccb.ns.ca.

■ **MEMORIAL UNIVERSITY OF NEWFOUNDLAND** — A two year term appointment in the field of military/naval history. The person appointed to this position will be expected to teach introductory history courses, the survey courses in military and naval history, and related seminars in the field. The appointment will be made at the rank of Assistant Professor to take effect 1 September 2003. The successful candidate will be expected to conduct research, and supervise honours and graduate students. Applicants must have a completed PhD at the time of appointment and show evidence of excellence in both teaching and research. The closing date for the application is 1 June 2003. Salary will be determined according to qualifications and experience, as stipulated by the collective agreement. The position is subject to budgetary approval. Applicants should mail or fax their curriculum vitae, a teaching dossier, and two examples of written work as well as the names and addresses of three referees, to: Dr. David Facey-Crowther, Head, Department of History, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1C 5S7, Fax: (709) 737-2164, Electronic Mail: davidfc@mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's. St. John's is a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Memorial University of Newfoundland is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University of Newfoundland website: www.mun.ca.

LANGUAGE & CULTURE

■ **THE UNIVERSITY OF WATERLOO** — The Faculty of Arts invites applications for a Tier 1 Canada Research Chair in Language and Culture to begin as soon as September 1, 2003. The purpose of this chair is to design and develop pioneering research in technologically-mediated linguistic and cultural studies. Based in UW's Canadian Centre for Cultural Innovation, the chair holder will work with colleagues in Anthropology, Classical Studies, Drama and Speech Communication, English Language and Literature, French Studies, Germanic and Slavic Studies and Spanish and Latin American Studies to develop new methods for understanding language learning and teaching, to explore new design techniques for multimedia projects, and to create new analytic/theoretical bases for evaluating the impact of technology on the development and understanding of culture. In keeping with the University of Waterloo's Strategic Research Plan, this position will be of interest to a senior expert in the interaction of technology and culture with experience in multimedia for humanities computing, hypertext, text analysis and computational linguistics and the interaction of technology and culture. The successful candidate will have not only an outstanding research record in the theory of language, rhetoric and discourse as applied to and through technology but also significant applied experience in cultural activities such as film, video, museum exhibits, etc. She/he will be expected to create a dynamic research program designed to attract a significant number of graduate students and postdoctoral fellows to the research laboratory. The lab will provide facilities to create, produce, and edit digital texts, music, art and cultural products such as exhibits. Nominations and applications including a curriculum vitae, a five-year research plan and three (3) confidential letters of reference sent under separate cover should be forwarded by June 15, 2003 to Dr. Robert R. Kerton, Dean of Arts, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. Please note that all CRC appointments are subject to final review by the CRC Secretariat. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

Canada Research Chair (Tier II)
New Media Arts

The Faculty of Fine Arts seeks applications for a Canada Research Chair, tenure track position for an artist working with digital technologies. Experience could include installation art, video, sound, robotics, software or hardware development, emerging technologies, computational or interactive art. The candidate should have a history of challenging the existing digital technologies in their practice and research, and have worked in an interdisciplinary context.

Applicants must demonstrate the potential to achieve international recognition in the next five years, and are expected, by the definition of a Tier II Chair, to have earned their terminal degree fewer than ten years ago.

The Faculty of Fine Arts offers vibrant programs in Art Education, Art History, the Mel Hoppenheim School of Cinema, Contemporary Dance, Creative Arts Therapies, Design Art, Digital Image/Sound and the Fine Arts (joint program with the Faculty of Engineering and Computer Science), Music, Studio Arts, and Theatre. Concordia has recently launched an innovative multi-university research environment, *Hexagram: The Institute of Research and Creation in Media Arts and Technologies* (www.hexagram.org). The successful candidate is expected to contribute to the activities of the faculty and to its academic life, including teaching, supervision of graduate students, and development of graduate programs. Pending CRC approval of the nomination, the position is expected to begin in September 2004.

Candidates must hold a PhD or terminal degree in an appropriate field. Evidence of research collaboration, and French/English bilingualism are considered assets.

This position is subject to the terms and conditions of the Canada Research Chairs Program and is contingent upon their approval. (www.chairs.gc.ca)

Applications must include a CV, a full and detailed five-year research/creation plan, and the names, addresses, and current contact information for three references. Deadline: May 15, 2003. For more information, contact: Liselyn Adams <liselyn@vax2.concordia.ca>

Materials are to be sent to
Liselyn Adams, Chair, CRC Committee
Faculty of Fine Arts
Concordia University VA 250
1395, boul. René Lévesque o.
Montréal, QC H3G 2M5

This position is subject to the terms and conditions of the Canada Research Chairs Program and is contingent upon their approval. <www.chairs.gc.ca>

All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Concordia University is committed to employment equity.

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Professorship in Asia-Pacific Legal Relations Faculty of Law and the Centre for Asia-Pacific Initiatives

University of Victoria

Centre for Asia–Pacific Initiatives

The Faculty of Law and the Centre for Asia-Pacific Initiatives (CAPI) invite nominations and applications for the Professorship in Asia-Pacific Legal Relations, a tenure-track appointment in the Faculty of Law shared on a 50:50 basis with CAPI. The appointment will be made by the Faculty of Law with the approval of CAPI.

Candidates should have a growing scholarly reputation in their field and a network of personal and institutional contacts in the Asia-Pacific or a significant part thereof. The person appointed will be expected to bring to CAPI and the Faculty a proactive Asia-Pacific research and outreach program, with a proven capacity for attracting external funding support. Fluency in an Asian language is preferred. The appointment will be at the Associate Professor or, funding permitting, at the Full Professor level.

Areas of particular interest to the Centre and the Faculty include international/regional economic law, environmental law, human rights, comparative constitutional law, comparative intellectual property law and development law and policy.

The Faculty of Law is one of Canada's highest ranking law schools and enjoys an established reputation in Asia-Pacific law scholarship. The Faculty has active cooperation agreements with universities in Singapore, Thailand, Hong Kong, Taiwan, Australia, New Zealand, Indonesia and Japan. Consult the Law Faculty's website [www.law.uvic.ca] for more details.

With half-load teaching responsibilities in the Faculty of Law, the successful candidate will be expected to play a central role in developing the Centre's programs and to provide academic and professional leadership in the successful applicant's field(s) of specialization. CAPI is the University's interdisciplinary research and activity unit established to conduct research and advisory programs in the Asia-Pacific region. Consult CAPI's website [www.capi.uvic.ca] for full details of our research, conference and outreach programs.

Please send all applications and nominations to:
Professor William Neilson, Faculty of Law and Director, Centre for Asia-Pacific Initiatives, Room 131, Fraser (Law) Building, or email to capi@uvic.ca.

The search for an appropriate candidate will continue until the position is filled, but consideration of candidates will begin immediately for appointment by July 2004.

The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, gay men, lesbians, bisexual persons, transgendered persons, and others who would contribute to diversity in the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadian and permanent residents will be given priority.

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change worlds

Professeures professeurs

La Faculté des arts et des sciences sollicite des candidatures pour :

> un poste de professeure ou professeur, au rang d'adjoint ou récemment agrégé, au Département d'anthropologie, en anthropologie de l'Amérique latine.

> un poste de professeure ou professeur, au rang d'adjoint, au Département d'études françaises, en histoire et esthétique théâtrales.

> un poste de professeure ou professeur au rang d'adjoint, au Département de psychologie, en évaluation de programmes de transfert des connaissances en prévention et intervention psychosociale.

Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents. L'Université souscrit à un programme d'accès à l'égalité en emploi pour les femmes et au principe d'équité en matière d'emploi.

Pour de plus amples informations, veuillez consulter notre site Web : www.fas.umontreal.ca

Université de Montréal

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YOU NEED TO CONTACT
Natalie Savard QUICK!
Tel: 613-820-2270
Fax: 613-820-7244
Email: savard@caut.ca

CAREERS CARRIÈRES

LIBRARY

■ **THE UNIVERSITY OF NEW BRUNSWICK** invites applications for the position of User Services Librarian in the Ward Chipman Library on the Saint John Campus. The Library is seeking a service-oriented individual with a commitment to user success who can provide a full range of reference services to undergraduates and graduate students as well as faculty. Position responsibilities include: providing general reference and information services using print and electronic resources; serving as a subject consultant to academic departments; participating in collection development; assisting with the planning, creation and implementation of reference and user access services; and assisting in an active bibliographic instruction program. The successful candidate will also participate in appropriate library, university and professional activities. Qualifications: Masters degree in library or information science from an ALA accredited institution is required. The successful candidate must have: excellent working knowledge of print and electronic information resources; strong service orientation; interpersonal skills and the ability to relate well to various constituencies, including students, faculty, general public and co-workers. Effective communication skills are required. Must be able to work some evenings and weekends. Reference experience in an academic setting would be an asset. Salary and Rank: This is a full-time continuous appointment track position, to be filled at the rank of Librarian I-II. The salary range is $38,259–$56,217. Librarians are members of the Association of University of New Brunswick Teachers. Excellent benefits, including a moving allowance and annual professional development allowance. The Saint John campus of the University of New Brunswick, located in Tucker Park overlooking the beautiful Kennebecasis River Valley, is an expanding campus which serves a population of over 2,600 full-time and part-time students. The Library, with a staff of 5 professional librarians and 13 support staff, is part of a combined unit, Information Services & Systems, which also includes Instructional Technology and Integrated Technology Services. The Library strives to provide a user-centred learning environment for a diverse community of users. Visit the Library's home page at: http://www.unbsj.ca/library/home1.htm. The position is available 1 July 2003. Review of the applications will begin on May 1st and will continue until the position is filled. Applicants should mail or fax a letter of application, resume and names of three references to: Susan H. Collins, Director of Information Services & Systems, University of New Brunswick, P.O. Box 5050, Saint John, NB E2L 4L5, Fax: (506) 648-5701. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is Committed to the Principle of Employment Equity.

■ **THE UNIVERSITY OF NEW BRUNSWICK** invites applications for the position of Information Access Librarian in the Ward Chipman Library on the Saint John Campus. The Library is seeking a knowledgeable and dynamic individual who will provide leadership in the organization of information and access to the Library's collections. The responsibilities of this position include: management of library collections; participating in the development of emerging services; overseeing the activities of the technical services staff; coordinating the acquisitions of electronic resources; assisting in the management of the library materials budget; and, participating in reference services. Other responsibilities include: general collections development and taking part in library instruction programs. The successful candidate will also participate in appropriate library, university and professional activities. Qualifications: Masters degree in library or information science from an ALA accredited institution is required. The successful candidate must have: excellent interpersonal skills, a strong service orientation, effective communication skills, and the ability to work effectively with students, faculty, general public and co-workers. Knowledge of current technical services, collection management and electronic licensing issues is preferred. Experience with budget management is desirable. Reference experience in an academic library is an asset. Salary and Rank: This is a full-time, continuous appointment track position, to be filled at the rank of Librarian I-II. The salary range is $38,259–$56,217. Librarians are members of the Association of University of New Brunswick Teachers. Excellent benefits, including a moving allowance and annual professional development allowance. The Saint John campus of the University of New Brunswick, located in Tucker Park overlooking the beautiful Kennebecasis River Valley, is an expanding campus which serves a population of over 2,600 full-time and part-time students, with rapid growth in international students and new graduate and undergraduate programs. The Library, with a staff of 5 professional librarians and 13 support staff, is part of a combined unit, Information Services & Systems, which also includes Instructional Technology and Integrated Technology Services. The Library strives to provide a user-centred learning environment for a diverse community of users. Visit the Library's home page at: http://www.unbsj.ca/library/home1.htm. The position is available 1 July 2003. Review of the applications will begin on May 1st and will continue until the position is filled. Applicants should mail or fax a letter of application, resume and names of three references to: Susan H. Collins, Director of Information Services & Systems, University of New Brunswick, P.O. Box 5050, Saint John, NB E2L 4L5, Fax: (506) 648-5701. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is Committed to the Principle of Employment Equity.

■ **YORK UNIVERSITY** Libraries invites qualified applications for a bilingual (French/English) contractually limited librarian appointment at the Leslie Frost Library. A detailed position description is available at http://www.yorku.ca/acadjobs/index.htm. York University is an affirmative action employer.

MANAGEMENT

■ **SAINT MARY'S UNIVERSITY** — Applications are invited for a tenure-track appointment at the Assistant Professor level starting July 1, 2003. We seek individuals with teaching and research skills in either organizational behaviour/human resource management or business policy/strategic management, with a strong preference for candidates with expertise in business ethics in their discipline. Candidates are expected to have a PhD in either of these two areas or to be near completion of their degree. Candidates must have strong methodological/analytical skills, and evidence of potential research productivity and teaching excellence. The successful applicant will be able to teach at both the undergraduate and graduate levels, including courses in their specialty area. The successful applicant will be expected to conduct and supervise research and to contribute to Management's M.B.A. and PhD programs. Candidates should present evidence, commensurate with experience, of research excellence, scholarly productivity, and preparation for teaching and research supervision at both the graduate and undergraduate levels. Developing and maintaining relationships with the profession, the business community and alumni through executive education and applied research is desirable. Although candidates of all nationalities are encouraged to apply, Canadian immigration policy requires that priority consideration be given to qualified Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, Aboriginal peoples, visible minorities, and people with disabilities. Saint Mary's University is located in the historic port city of Halifax, Nova Scotia, a vibrant, urban community of over 300,000 people. Halifax is a major educational centre for Atlantic Canada and is home to five universities. It is conveniently located to recreational areas and to other major urban centres in Canada and the North-eastern United States. For information about the University and Department please see our website at http://www.smu.ca. Applicants should furnish a curriculum vita, copies of reprints, a letter describing teaching and research interests, and the names of three referees to Dr. David Wicks, Chairperson, Department of Management, Saint Mary's University, Halifax, NS, B3H 3C3, Telephone: (902) 420-5804, Fax: (902) 420-5119, Email: david.wicks@smu.ca. Review of applications begins immediately and will continue until the position is filled.

■ **THE UNIVERSITY OF LETHBRIDGE** — The Faculty of Management at the University of Lethbridge, in Lethbridge, Alberta, Canada, has an opening for an Assistant Dean, Undergraduate Programs to commence July 1, 2003. A graduate degree is required. The initial appointment will be for three years and, following a favourable review, to a second term not to exceed three years. The position carries an administrative stipend, reduced teaching load, and secretarial support. Rank and salary will be commensuate with qualifications and experience. The Assistant Dean, Undergraduate Programs will work closely with the Dean, the Assistant Dean, Graduate Programs & Research, the Assistant Dean, External, and faculty members to shape and implement the strategic goals of the Faculty. Faculty of Management: The Faculty of Management values both teaching and research excellence. Class sizes are reasonable, as are teaching loads. The Faculty of Management has campuses in Lethbridge, Edmonton and Calgary. The position advertised here is for the Lethbridge campus. The Faculty of Management consists of approximately 52 full-time faculty members with diverse research interests and approximately 2100 students, in a number of undergraduate majors. The Faculty has a research-based MSc program in Management and maintains close ties to the business community through the innovative Theory-Into-Practice and Co-op Programs. Strong international exchange programs are in place for both students and faculty. For more information about the Faculty, visit our website at: www.uleth.ca/man/. University of Lethbridge: Nestled along the banks of the Oldman River in Alberta's third largest city, the University of Lethbridge, primarily an undergraduate institution, has approximately 7000 students from 37 countries. In our efforts to provide the best possible education to our students, we focus on excellence in teaching and research and have been rated #1 for research activities among institutions of our size in Canada. For more information about The University of Lethbridge, visit our website at: www.uleth.ca. The City of Lethbridge: The City of Lethbridge, with a population of 72,000 is located three hours north of Great Falls, Montana, and two hours south of Calgary, Alberta. The City's close proximity to Banff National Park, Waterton Lakes National Park and numerous other historical and natural sites within easy driving distance, make the area ideal for cycling, hiking, canoeing, skiing and a wide variety of other activities. High amounts of sunshine through all four seasons of the year are complemented by a safe, secure and friendly environment, making Lethbridge a very pleasant place to live and raise a family. For more information about the City of Lethbridge, visit thes website at: www.city.lethbridge.ab.ca. Please direct applications and inquiries to Dr. John Usher, Dean, Faculty of Management, University of Lethbridge, 4401 University Drive, Lethbridge, AB, Canada, or e-mail: c.lazenby@uleth.ca. The University of Lethbridge is an equal opportunity employer. In accordance with the Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

MATHEMATICS

■ **THE UNIVERSITY OF WESTERN ONTARIO** — Applications are invited for a Professor (tenured) or Assistant/Associate Professor (Probationary/tenure track) position to be held in conjunction with an Associate Member position at the Perimeter Institute for Theoretical Physics. The rank and salary of the position will be dependent upon qualifications and experience. The successful candidate will have an outstanding record of research and publication in quantum gravity, and will be expected to maintain an ongoing vigorous research program. The candidate's research interests should have considerable overlap with existing areas of research strength at both the Perimeter Institute and the Department of Mathematics at The University of Western Ontario; the position will entail active collaboration with mathematicians and theoretical physicists at both institutions. An important goal for this position is to further integrate the research activities of Perimeter Institute and The University of Western Ontario and it is therefore paramount that the candidate fit well with culture of both organizations. The candidate will also have a commitment to and demonstrated aptitude for teaching, and will be expected to teach at the undergraduate and graduate levels and to supervise graduate theses. Those interested in applying for this position should forward a curriculum vitae and have at least three letters of reference sent to Professor J. F. Jardine, Chair, Department of Mathematics, The University of Western Ontario, London, Ontario N6A 5B7 Canada. We also welcome email inquiries and submissions, to be sent to the address: math-pos@uwo.ca Our web address is: http://www.math.uwo.ca. Perimeter Institute's website is http://www.perimeterinstitute.ca/. Application materials should arrive no later than June 2, 2003. The appointment is scheduled to begin on January 1, 2004. Position is subject to budget approval. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **THE UNIVERSITY OF WATERLOO** — The Faculty of Mathematics is seeking outstanding researchers as candidates for Canada Research Chairs. The Faculty expects to fill ten such Chairs between now and 2005. Information about the Canada Research Chair Program can be found at http://www.chairs.gc.ca. The Faculty of Mathematics conducts leading research in numerous areas including actuarial science, computer science, combinatorics and optimization, pure and applied mathematics, and statistics. Information about the Faculty can be found at its web site: http://www.math.uwaterloo.ca/Faculty/index.html. Exceptional candidates in any area in which the faculty conducts research will be considered. Applications should include a curriculum vitae, a statement of teaching and research objectives and the names of at least four persons who might serve as references. Applications should be sent to: Office of the Dean, Faculty of Mathematics, University of Waterloo, Waterloo, ON N2L 3G1. Review of applications will begin when received, and will continue until the positions have been filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

MATHEMATICS & COMPUTING SCIENCE

■ **SAINT MARY'S UNIVERSITY** — The Department of Mathematics and Computing Science invites applications for a two-year sabbatical replacement position in Computing Science at the rank of Assistant Professor, to begin July 1, 2003. Saint Mary's offers one of the most dynamic undergraduate programs in Atlantic Canada. The successful candidate will have a PhD in Computing Science, or in a related subject with a very strong background in Computing Science, and will be expected to teach a variety of Computing Science courses primarily at the undergraduate level. He/She will also have the opportunity to participate in the teaching and supervision of graduate students in the new MSc in applied science programme with a co-op option. The successful candidate should have a demonstrated potential for, and a strong commitment to, research. Applicants should provide a CV, summary of teaching experience, description of a proposed research program, and other relevant documentation, including the names and addresses of at least three references to: Search Committee for Computing Science Position, Department of Mathematics and Computing Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, fax: (902) 420-5035, e-mail: mathcs.search@stmarys.ca. Applications will be reviewed as soon as received, and applications will continue to be considered until the position is filled. Candidates of all nationalities are encouraged

Sciences biologiques

La Faculté des arts et des sciences sollicite des candidatures pour :

> un poste de professeure ou professeur, au rang de titulaire, au Département de sciences biologiques dans le domaine des interactions plantes-insectes

La candidate ou le candidat doit avoir fait preuve d'expertise dans le domaine du biocontrôle et devra pouvoir prendre rapidement le leadership d'un programme de recherche compétitif au niveau international.

Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents. L'Université souscrit à un programme d'accès à l'égalité en emploi pour les femmes et au principe d'équité en matière d'emploi.

Pour de plus amples informations, veuillez consulter notre site Web : **www.fas.umontreal.ca**

Université de Montréal

TENURE-TRACK POSITIONS
FINANCE, MANAGEMENT, MIS AND QUANTITATIVE METHODS

University of New Brunswick (Fredericton Campus) Faculty of Administration

The University of New Brunswick, Faculty of Administration, Fredericton, invites applications for tenure-track positions in the areas of Finance, Management, Management Information Systems (MIS), and Quantitative Methods. Applications are also invited for an instructor-level position in Business Communications. All positions are subject to budgetary approval.

The Faculty of Administration is innovative and forward thinking in its programs, curriculum design and outreach activities. It is one of the largest faculties on the Fredericton campus with more than 1100 students. Active in the international arena, the Faculty offers its programs in partnership with institutions in Egypt, Poland and Trinidad and Tobago.

Tenure-Track Position in Finance
The successful candidate will hold a doctorate in Finance or a related field, or be nearing completion of the dissertation. Candidates with interests in all areas of Finance or Financial Economics will be entertained. Preference may be given to candidates able to teach graduate-level courses in the area of Fixed Income and Derivatives and who have research interests in at least one of the areas.

Tenure-Track Position in Management
The successful candidate will hold a doctorate in Management or a related field, or be nearing completion of the dissertation. Preference will be given to candidates with a strong background in the areas of organizational behavior supported by entrepreneurship and management of innovation/technology. The successful candidate will be able to teach in at least two of the areas listed above, and have research interests in at least one of the areas.

Tenure-Track Position in Management Information Systems (MIS)
The successful candidate will hold a doctorate in Management Information Systems or a related field, or be in the final stages of completing the dissertation. The successful candidate will be able to teach introductory MIS, database management, and e-business at the undergraduate and graduate levels, and have research interests in at least one of the areas.

Tenure-Track Positions in Quantitative Methods
There are two tenure track positions in the Quantitative Methods area. Successful candidates will hold a doctorate degree in a relevant discipline or be in the final stages of completing the dissertation. The successful candidates will be able to teach in the area of Quantitative Methods including statistical methods and applications, optimization theory and applications, stochastic processes and applications, and supply-chain management and have research interests in at least one of the areas.

Instructor Appointment in Business Communications
The successful candidate will hold at least a master's degree in a field directly related to business communications and will be able to teach courses in business communications including business writing and verbal communications. Possession of a doctorate in one of these fields would be an asset. The successful candidate should also possess strong verbal and written communications skills and have at least five years experience teaching at the University-level, preferably within a business program.

Further information relating to the Faculty can be viewed at its web site, www.unb.ca/fredericton/fadmin.

Successful candidates will be expected to teach courses at the undergraduate and graduate levels and should be committed to effective and innovative teaching practices. Successful candidates in the tenure track positions should also have a demonstrated program of quality research or potential for the development of such a program. The Faculty is building on its strengths in International Business, Entrepreneurship, and Management of Technology. Candidates whose qualifications and interests fit with one or more of these general areas will be given preference.

Interested individuals should provide a letter of application to state their interests along with a curriculum vitae, evidence of teaching proficiency where relevant, and the names and contact details (including email) of three academic referees. Application packages should be directed to:

UNB UNIVERSITY OF NEW BRUNSWICK

Dr. Daniel Coleman, Dean
Faculty of Administration
University of New Brunswick
PO Box 4400
Fredericton, NB E3B 5A3
Phone: 506.452.6304
Email: dan@unb.ca

All appointments are expected to commence on July 1, 2003, however, consideration of applications will continue until such time as suitable candidates are found. In the event that positions cannot be filled with qualified tenure-track candidates, consideration will be given to candidates with lesser qualifications for the purpose of term appointments.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status.

The University of New Brunswick is Committed to the Principle of Employment Equity.

CAREERS CARRIÈRES

to apply. However in accordance with the Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities, and persons with disabilities.

MODERN LANGUAGES

■ **ALGOMA UNIVERSITY COLLEGE** — The Department of Modern Languages invites applications for an eight-month sabbatical replacement appointment commencing September 1, 2003, with an option of teaching Spring courses beginning May 6, 2003. The successful candidate must have completed a minimum of an MA. Preference will be given to candidates holding a PhD or near completion. The Department presently offers an undergraduate program in French, Italian, Spanish, and Ojibwe. The Department is considering introducing a new course of study in language and business language. Preference will be given to candidates with a strong background in business language and a demonstrated teaching ability in French and at least one of Spanish and Italian. Applications, including a Curriculum Vitae, a statement of personal interests and career goals, and the names of three referees, should be sent to: Dr. Arthur Perini, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, ON, P6A 2G4. Algoma University College offers over 25 undergraduate degree programmes in a small personal environment where students can maximize their university experience (for more information visit our website at www.auc.ca). Sault Ste. Marie, Ontario, with a population of approximately 80,000, offers the amenities of a large urban center — theatre, music, restaurants, galleries, recreation and professional services — in combination with the friendliness, safety and clean environment of a smaller center. Situated in the heart of the Great Lakes, the city is surrounded by lakes, rivers and forests and provides easy access for those interested in boating, hiking, camping and eco-tour experiences. In accordance with Canadian employment and immigration regulations, this advertisement is directed first to Canadian citizens and permanent residents. Algoma University College welcomes applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities. Applications will be considered until this position is filled.

MUSIC

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Department of Music Performance Studies, Don Wright Faculty of Music, The University of Western Ontario seeks an Artist Teacher of Piano for a Limited Term appointment. Appointment is effective July 1, 2003. Candidates must have established a professional career with the view to developing a piano studio at both the undergraduate and graduate level while maintaining a national profile as a performer in the solo and chamber ensemble genre. Responsibilities will include private studio teaching and keyboard related curriculum such as Piano Pedagogy and Keyboard Literature. Minimum academic requirements for this position are a Master's degree or equivalent. The successful candidate must be prepared to balance ongoing professional commitments with a strong profile of teaching and recruitment at the Don Wright Faculty of Music. Send letters of application, curriculum vitae, three letters of reference indicating first-hand knowledge of the candidate's teaching, and a compact disc containing at least two recent performances to: Professor Fiona Wilkinson, Chair, Department of Music Performance Studies, Don Wright Faculty of Music, The University of Western Ontario, London, Ontario, Canada N6A 3K7. The application deadline is May 30, 2003 (or when the position is filled). Positions are subject to budget approval. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Department of Music Performance Studies, Don Wright Faculty of Music, The University of Western Ontario seeks an Artist Teacher of Voice (Soprano or Mezzo-Soprano) for a probationary tenure-track position at the level of Assistant Professor. Appointment is effective July 1, 2003. Candidates must have established a professional career with the view to developing a voice studio at both the undergraduate and graduate level while maintaining a national profile as a performer. Expertise in both art song and opera is required with musical fluency in French, German and Italian. Minimum academic requirements for this position are a Master's degree or equivalent professional experience. A significant list of commercial recordings or an established record of research in the area of music performance is expected. Teaching responsibilities will include voice studio, the development of voice related curriculum, and contributions to the development of the UWOpera program. The successful candidate must be prepared to balance ongoing professional commitments with a strong profile of performance/research and committee work at the Don Wright Faculty of Music. Send letters of application, curriculum vitae, three letters of reference indicating first-hand knowledge of the candidate's teaching, and a compact disc containing at least two recent performances to: Professor Fiona Wilkinson, Chair, Department of Music Performance Studies, Don Wright Faculty of Music, The University of Western Ontario, London, Ontario, Canada N6A 3K7. The application deadline is May 30, 2003 (or when the position is filled). Positions are subject to budget approval. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

NURSING

■ **THE UNIVERSITY OF WINDSOR** invites applications for two tenure-track faculty positions in the Faculty of Nursing commencing as early as July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Sheila Diesen, Dean, Faculty of Nursing, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2259; Fax: 519.973.7084, Email: diesen@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Deakin, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

OCCUPATIONAL THERAPY

■ **DALHOUSIE UNIVERSITY** — The School of Occupational Therapy, Dalhousie University, Halifax, Nova Scotia invites applications for one probationary tenure track position at the Assistant or Associate Professor level, starting August 1, 2003. The ideal candidate for the 1.0 FTE probationary tenure track position will have a PhD completed or in progress. High level organizational and networking skills, and skills in distance teaching are essential. Consideration of applications will begin on April 30, 2003 and continue until the position is filled. Letter of interest, curriculum vitae, proof of occupational therapy license, and letters from three academic or professional referees to: Chair, Appointments Committee, School of Occupational Therapy, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 3J5. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The university encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. This position is subject to budgetary approval.

PHILOSOPHY

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Department of Philosophy at The University of Western Ontario (http://www.uwo.ca/philosophy) invites applications for a one year Limited Term appointment at the rank of Assistant Professor (PhD required) in the area of Political Philosophy to begin July 1, 2003. Experience and promise in teaching and research are minimum qualifications. Send letter of application with curriculum vitae and copies of transcripts, a writing sample, and three letters of reference to: Dr. Samantha Brennan, Chair, Department of Philosophy, The University of Western Ontario, London, Ontario, N6A 3K7, Canada, Email: sbrennan@uwo.ca. The position is subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. Applications must be received by June 15, 2003.

■ **SAINT MARY'S UNIVERSITY** invites applications for a sessional position in the Department of Philosophy. A PhD is required for this position. The Department is looking for applicants who are conducting research in the analytic tradition and who are concerned with philosophic methodology, broadly construed. Among the particular areas of interest are philosophy of science, language, and mind (or cognitive science). This position requires, among other things, teaching critical thinking at the introductory level on an ongoing basis. Applicants should submit a letter of application, curriculum vitae, a sample of written work, teaching dossier or evidence of teaching effectiveness, graduate school transcripts, and the names of three referees, and any other material they deem relevant. (The applicant should also arrange to have the referees write directly to the Department with their evaluation of the candidate.) All information should be sent to: Dr. Sheldon Wein, Head of the Search Committee for Position B, Department of Philosophy, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3. Applications will be considered until June 15, 2003 or until the position is filled. Saint Mary's University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The mission of Saint Mary's University is to offer undergraduate, graduate, and continuing education programs to both full-time and part-time students; to carry out research and disseminate its results; and to serve the community at the local, regional, national, and international levels. In carrying out its mission, Saint Mary's is guided by a commitment to accessibility, diversity, and the provision of a positive and supportive learning environment. It attaches high priority to promoting the personal as well as intellectual development of students, to encouraging engagement with global issues, and to fostering the spirit of critical inquiry through the effective integration of teaching and research. The Department offers an undergraduate degree in Philosophy as well as a Master of Arts Degree. The successful candidate will be expected to support the core philosophy program and to develop the program through the design and implementation of new courses.

■ **MEMORIAL UNIVERSITY OF NEWFOUNDLAND** — The Department of Philosophy is seeking to make a two-year appointment at the rank of Assistant Professor, effective 1 September 2003, subject to budgetary approval. Qualifications: PhD in Philosophy with competence to teach first year introductory courses, Contemporary Issues (Applied Ethics or Technology), logic, epistemology and a specialized fourth year seminar. Competence to teach an area in the history of Modern Philosophy would be an asset. The deadline for receipt of applications is May 30, 2003. Please send a curriculum vitae, letter of application, the names and addresses of three referees, and any supporting documents, including teaching evaluations, to: Dr. D.L. Thompson, Head, Department of Philosophy, Memorial University of Newfoundland, St. John's, NL, Canada, A1C 5S7, Fax: (709) 737-2187. Memorial University is the largest university in Atlantic Canada. As the province's only university Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's. St. John's is a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Memorial University of Newfoundland is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **MEMORIAL UNIVERSITY OF NEWFOUNDLAND** — The Department of Philosophy is seeking to make one 8-month appointment at the rank of Visiting Assistant Professor, effective 1 September 2003, subject to budgetary approval. Qualifications: PhD in Philosophy with competence to teach first year introductory courses. Contemporary Issues (for example, Applied Ethics or Technology), and a specialized fourth year seminar. Area of specialization open. The deadline for receipt of applications is May 30, 2003. Please send a curriculum vitae, letter of application, the names and addresses of three referees, and any supporting documents, including teaching evaluations, to: Dr. D.L. Thompson, Head, Department of Philosophy, Memorial University of Newfoundland, St. John's, NL, Canada, A1C 5S7, Fax: (709) 737-2187. Memorial University is the largest university in Atlantic Canada. As the province's only university Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's. St. John's is a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Memorial University of Newfoundland is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

PHYSICS

■ **QUEEN'S UNIVERSITY** — We invite applications for a limited-duration Term Adjunct teaching appointment in the Engineering Physics program in the Department of Physics at Queen's University, Kingston. The starting date will be as early as 1 July 2003. This fixed-term instructional position will provide the department with additional capacity to accommodate recent growth in the Engineering Physics program. The primary responsibility will be for teaching, both in lecture and laboratory courses, in that undergraduate program. Descriptions of the Engineering Physics program and of the Department as a whole are available through our website at http://www.physics.queensu.ca. The successful applicant will have demonstrated the ability to deliver high-quality instruction at the undergraduate level (or equivalent). The status of or prompt eligibility for Professional Engineering registration is essential. For candidates who so wish, there may be opportunities for research involvement within the Department. The salary offered will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Academic staff at Queen's are governed by a Collective Agreement, the details of which are posted at http://www.queensu.ca/qufa. Please submit a detailed curriculum vitae and provide the names of at least three potential referees to: Dr. David A. Hanes, Head, Department of Physics, Queen's University, Kingston Ontario Canada K7L 3N6, Tel: (613) 533-2706, Fax: (613) 533-6967, email: head@physics.queensu.ca. Review of applications will begin on 31 May 2003 and continue until the position is filled.

■ **THE UNIVERSITY OF TORONTO** — The holder of this position will work on prospective mission opportunities for the exploration of planetary atmospheres. The appointment is for a maximum of five years, subject to funding. Position Requirements: PhD in a relevant research area; Knowledge of remote sounding (esp. solar occultation techniques), aerosol scattering and Mars exploration; Familiarity with the programs of NASA, ESA, CSA; Good organizational skills; Independent work habits; Ability to interact with industry and government; Public presentation skills; Demonstrated ability to prepare proposals and budgets. Applications (hard copy only) including a full CV, "statement of interests" and names of two referees should be sent to: Prof. James R. Drummond, Department of Physics, University of Toronto, 60 St. George

McGill

Various Positions, Department of Pediatrics
The Montreal Children's Hospital and McGill University Health Centre

The Department of Pediatrics, McGill University and the Montreal Children's Hospital of the McGill University Health Centre (MUHC) is inviting applications for the following Faculty positions at the rank of Assistant, Associate or Full Professor based on the applicant's qualifications and experience

- Pediatric Hematology-Oncology **Staff Physicians and Cole Research Chair**
- Pediatric Nephrology **Staff Physicians**
- Pediatric Infectious Diseases **Director**
- Pediatric Rheumatology **Staff Physicians**
- Pediatric Medical Emergency **Staff Physicians**
- Pediatric Respiratory Medicine **Staff Physicians**
- Medical and Biochemical Genetics **Staff Physicians**
- Newborn Medicine **Director of Division at the Montreal Children's Hospital site**
- Developmental and Behavioral Pediatrics **Director and Staff Physicians**

The selected candidates must be eligible for licensure within the province of Quebec

Candidates applying for the positions of Director must have demonstrated strong leadership skills in research and teaching. All successful candidates should be physician-scientists or basic scientists with an established record of accomplishment in basic or clinical research. For qualified individuals, laboratory space, shared equipment and start-up funding will be available through the associated McGill University-The Montreal Children's Hospital Research Institute

Interested applicants are asked to submit a signed letter of interest, curriculum vitae (including e-mail address) and three letters of reference before **July 15th, 2003**

Dr. Hervey J. Guyda, Chair
Department of Pediatrics
The Montreal Children's Hospital
Room C-414, 2300 Tupper St.
Montreal, Quebec H3H 1P3
E-mail: harvey.guyda@muhc.mcgill.ca
Telephone: 514-412-4467, fax: 514-412-4251

All qualified applicants are encouraged to apply. Remuneration of the successful candidate will be based on individual qualifications in accordance with Canadian immigration requirements. priority will be given to Canadian citizens and permanent residents of Canada. Candidates would benefit from a working knowledge of both official languages. "Les candidat(e)s ayant avantage d'une connaissance des deux langues officielles." McGill University is committed to equity in employment

www.mcgill.ca

Manitoba Centre for Health Policy

UNIVERSITY OF MANITOBA

RBC Financial Group
Through RBC Foundation

RBC FINANCIAL GROUP SENIOR INVESTIGATOR AWARD FOR RESEARCH IN CHILDREN'S HEALTH

The Manitoba Centre for Health Policy (MCHP) is currently accepting applications for the RBC Financial Group Senior Investigator Award for Research in Children's Health.

This Award will provide financial support for Senior Investigators/Clinicians on leave or sabbatical from their home institutions to conduct research in the broader determinants of children's health. Awards will typically be made for a 6–12 month period.

Two broad areas are eligible for research support: reducing inequalities in health and educational success at beginning and end of schooling; or assessing individual and societal benefits from improved family socio-economic circumstances.

Investigators will undertake research using MCHP's world-class Population Health Research Data Repository. The Repository holds population-based data on health care, education and socioeconomic status.

This Award would be of interest to academics, clinicians or those with policy experience from a wide range of disciplines: population and public health, health services research, social sciences, education, social work and other related fields.

For further details please send a letter of interest including a copy of your Curriculum Vitae and a preferred timeline to:
Shannon Lussier
Manitoba Centre for Health Policy
University of Manitoba, 408-727 McDermot Avenue
Winnipeg, MB, R3E 3P5
Ph: 204-789-3657, Fax: 204-789-3910
E-mail: shannon_lussier@cpe.umanitoba.ca

MCHP is a research unit in the Department of Community Health Sciences, Faculty of Medicine, University of Manitoba. Visit umanitoba.ca/centres/mchp for more.

at the centre of it all

www.umanitoba.ca

CAREERS CARRIÈRES

Street, Toronto, Ontario, Canada, M5S 1A7. The deadline for applications is May 15th. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority.

■ **THE UNIVERSITY OF WINDSOR** Invites applications for a faculty position in Physics in the area of Theoretical Applied Physics/ Photon-Matter Interactions commencing as early as January 1, 2004. Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Goidon W. F. Drake, Head, Oepartment of Physics, University of Windsor, Windsor, Ontario N9B 3P4, Phone: 519.253.3000, Ext. 5041, Fax: 519.973.7075, Email: gdrake @uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Physics invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early universe and inflationary cosmology, standaid-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level appficants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Tel: (519) 888-4567, Ext. 6831; E-mail: physics@uwaterloo.ca. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our web page http://www.science.uwaterloo.ca/physics. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

PHYSIOLOGY

■ **DALHOUSIE UNIVERSITY** — The Department of Physiology and Biophysics invites applications for faculty positions at the Assistant Professor level. Applicants whose research is in any area of molecular, cellular or systems physiology will be considered. Preference will be given to candidates whose research interests complement current research strengths of the Department (further information about the department is available at: http://www.physiology.dal.ca). Candidates must have a PhD degree in Physiology or related discipline and/or M.D. degree, several years of postdoctoral training, and demonstrated excellence in basic research. They will be expected to participate fully in the research and teaching programs of the Department. This is a salaried probationary tenure-track appointment. However, the successful applicants will be expected to apply for external salary support from appropriate granting agencies. Send letter of application, curriculum vitae, brief description of research experience and interests, teaching experience, and the names of at least three references to: Dr. Paul R. Murphy, Head, Department of Physiology and Biophysics, Faculty of Medicine, Dalhousie University, Sir Charles Tupper Medical Building, Halifax, Nova Scotia B3H 4H7, Canada. Applications must be received no later than July 1, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

PSYCHIATRY

■ **THE UNIVERSITY OF ALBERTA** — The Department of Psychiatry invites applications for a position as a psychiatrist with expertise in addictions at the University of Alberta Hospital site of Capital Health. This is a fee-for-service position, and the successful applicant would be expected to spend some of his/her time working with the Community Living Program (CLP) of Capital Health, running a weekly addictions clinic at the University of Alberta Hospital site and teaching medical students and residents. There is also an opportunity for collaborative research. Interested applicants should submit a curriculum vitae and the names and addresses of three referees by June 21, 2003 to: Dr. Glen Baker, Professor and Chair, Department of Psychiatry, 1E7.31 MacKenzie Centre, University of Alberta, Edmonton, Alberta T6G 2R7. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

PSYCHOLOGY

■ **CONCORDIA UNIVERSITY'S** Department of Psychology invites applications for two junior, tenure-track positions in Behavioral Neuroscience. Areas of interest include: appetitive motivation, behavioral systems, drug dependence, learning and memory, behavioral neuroendocrinology, and molecular or computational neuroscience, but exceptional candidates in all areas are encouraged to apply. At least one of these positions will be filled through the Canada Research Chairs Program. Candidates are expected to have demonstrated excellence in research consistent with obtaining this award. Please forward a curriculum vitae, a statement of research and teaching objectives and three letters of reference to: Chair of the Behavioral Neuroscience Search Committee, Center for Studies in Behavioral Neurobiology, Department of Psychology, Concordia University, 1455 de Maisonneuve Blvd., Montreal, Quebec, H3G 1M8, e-mail: search_chair@csbn.concordia.ca. Applications will be reviewed as they arrive and the search will continue until the positions are filled. Subject to budgetary approval, we anticipate that the appointments will take effect by September 2004, depending on the prior commitments of the applicants. For further information about Concordia University's Faculty of Arts and Science, the Department of Psychology, and the Center for Studies in Behavioral Neurobiology, visit us on the web at http://artsandscience.concordia.ca, http://psychology.concordia.ca, and http://csbn.concordia.ca. Information on the Canada Research Chairs Program can be obtained on the web at www.chairs.gc.ca. For Canada Research Chair appointments, applications are welcome from Canadian citizens and citizens of other countries. For the other position, priority will be given to Canadian citizens and permanent residents of Canada, in accordance with Canadian immigration requirements. However, all applicants are welcome to apply. Concordia University is committed to employment equity.

REMOTE SENSING

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — Applications are invited for a tenure track position at the Assistant or Associate Professor level in the field of Remote Sensing within the Faculty of Forestry, subject to final budgetary approval. The successful applicant is expected to be active in undergraduate teaching, supervising graduate students and conducting research in remote sensing related to forest management. Applicants should have a PhD in forestry or natural resource management, or a related discipline, with a specialization in remote sensing and photo interpretation. Candidates will be knowledgeable of digital image processing and GIS integration plus have research interests in forestry/remote sensing applications such as monitoring forest resources and health impacts of human and natural disturbances. Preference will be given to candidates with a demonstrated potential for integrating this expertise with the teaching and research goals of the department and faculty. Salary will be commensurate with qualifications and experience. Further information on this faculty position and related programs at UBC can be found at www.forestry.ubc.ca. The Forest Resources Management Department has strong teaching and research programs that embraces the full range of forest management. The Faculty of Forestry, within which the Department is situated, offers undergraduate education in five programs, in Forest Resources Management, Forest Sciences, Natural Resources Conservation, Wood Processing, and Forest Operations. Through joint appointments, the Department has established ties with Agricultural Sciences, Civil Engineering, Geography, and the social sciences. The University manages two research forests, one near Vancouver and one in the central interior of the province, and a third research forest in Northern BC in collaboration with the University of Northern British Columbia. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applications should be received by June 30, 2003 and should include a curriculum vita, a statement of research interests, evidence of successful teaching or a statement of teaching philosophy, and the names, addresses, phone numbers and e-mail addresses of three referees. Please send applications in confidence to: Dr. George Hobeig, Head, Department of Forest Resources Management, 2045 2424 Main Mall, Vancouver, BC, V6T 1Z4, E-mail: hoberg@interchange.ubc.ca.

SOCIAL JUSTICE

■ **THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track position in the Department of Sociology and Anthropology in the area of Social Justice commencing July 1, 2004. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Lynne Phillips, Head, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2190; Fax: 519.971.3621; Email: lynnep@uwindsor.ca.

SOCIOLOGY

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Department of Sociology invites applications and nominations for two probationary (tenure-stream) positions in the field of social demography. The successful candidates will have a completed PhD in sociology, demography, or a related area, and have the demonstrated capacity to build a research programme in demography that will attract national and international attention. The Department seeks applications from candidates in all areas of social demography with a preference for scholars working in one or more of the following fields: migration studies, mortality and health, population and the environment, population and development and population aging. The Department of Sociology has twenty-five full-time faculty members and provides a full range of programmes at the undergraduate and graduate levels. The PhD programme offers a specialization in three areas: Social Demography, Sociology of Health and Aging, and Social Class and Social Change. To date, more than thirty students have graduated from our doctoral programme in demography. Our graduates are employed at leading universities, government agencies, and international organizations around the world. A complete curriculum vitae, including the names of three referees, and sample publications should be sent to: Professor Jerry White, Chair, Appointments Committee, Department of Sociology, Social Science Centre, The University of Western Ontario, London, Ontario, N6A 5C2 Canada. These positions are subject to budgetary approval. The Committee will review applications as they arrive up to the closing date of May 25th, 2003. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority.

■ **THE UNIVERSITY OF WINDSOR** Invites applications for two tenure-track positions in the Department of Sociology and Anthropology. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Tanya Basok, Interim Department Head, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2190; Fax: 519.971.3621; Email: basok@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

SOCIOLOGY & ANTHROPOLOGY

■ **THE UNIVERSITY OF PRINCE EDWARD ISLAND** — The Department of Sociology and Anthropology invites applications for a tenure-track position in anthropology at the Assistant Professor level effective July 1, 2003. The successful candidate is expected to have a PhD in cultural anthropology and teach a course on social organization and an area course in addition to other courses. The geographic specialization for the area course is open although specialization in Asia (south, southeast or east), Africa or Latin America is preferred. Interest and experience in teaching courses relevant both for anthropology and sociology will be considered as an asset. The Department of Sociology and Anthropology offers three major programs — in sociology, anthropology, and sociology/anthropology — and an honors program in sociology/anthropology. Applicants should submit a curriculum vitae and arrange for three letters of reference to: Dr. Satadal Dasgupta, Chair, Department of Sociology and Anthropology, University of Prince Edward Island, 550 University Avenue, Charlottetown, PE C1A 4P3; Tel: 902-566-0306; Fax: 902-566-0951; e-mail: dasgupta@upei.ca. The University website www.upei.ca offers an excellent introduction to the University, Department, and Province. UPEI is committed to employement equity. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens or permanent residents. Applications will be accepted until the position is filled. The position is subject to final budgetary approval

TRADUCTION

■ **L'UNIVERSITÉ D'OTTAWA** — L'École de traduction et d'interprétation sollicite des candidatures à un poste de professeur remplaçant pour 2003–2004. Domaine : Traduction. Un intérêt particulier pour un ou plusieurs des domaines suivants est souhaitable : traduction générale, traduction spécialisée, théorie de la traduction. Tâches : Enseignement, en français et/ou en anglais, selon les besoins de l'ETI, au premier cycle et éventuellement aux deuxième ou troisième cycles. Admissibilité : Détenir, ou être sur le point d'obtenir, un doctorat, ou l'équivalent en traduction ou dans un domaine pertinent. L'expérience de l'enseignement universitaire constitue un atout. Une expérience professionnelle est également souhaitable. Ce poste s'adresse autant aux francophones qu'aux anglophones. Salaire : Selon la convention collective. Date de clôture : le 30 mai 2003. Entrée

CAUT ACPPU
BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 14th, St. N.W., Washington, DC 20005; tel: 202 737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'eu moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, nous demandons aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél: (202)737-5900

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Ad Deadlines 2002–2003

The *Bulletin* is published 10 times during the academic year, once a month except July and August.

ISSUE	CLASSIFIED	DISPLAY
September	August 7/02	August 16/02
October	September 9/02	September 16/02
November	October 7/02	October 14/02
December	November 7/02	November 14/02
January	December 2/02	December 9/02
February	January 8/03	January 15/03
March	February 7/03	February 14/03
April	March 7/03	March 14/03
May	April 7/03	April 14/03
June	May 7/03	May 14/03

No changes or cancellations after the deadline

Dates limites 2002–2003

Le *Bulletin* est publié dix fois pendant l'année universitaire, une fois chaque mois, sauf juillet et août.

NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
septembre	7 août 2002	14 août 2002
Octobre	9 septembre 2002	16 septembre 2002
Novembre	7 octobre 2002	14 octobre 2002
Décembre	7 novembre 2002	14 novembre 2002
Janvier	2 décembre 2002	9 décembre 2002
Février	8 janvier 2003	15 janvier 2003
Mars	7 février 2003	14 février 2003
Avril	7 mars 2003	14 mars 2003
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CAREERS CARRIÈRES

en fonction : le 1er juillet 2003. Prière d'adresser la lettre de candidature, un curriculum vitae complet et à jour et le nom de trois répondants à l'attention de Jean Delisle, Directeur, École de traduction et d'interprétation, Université d'Ottawa, 70, avenue Laurier est, Ottawa (Ontario) K1N 6N5. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université applique une politique d'équité en matière d'emploi et encourage notamment les hommes à présenter leur candidature.

TRANSLATION

■ **THE UNIVERSITY OF OTTAWA** — The STI invites applications for a replacement position, with the rank of Assistant Professor for the academic year 2003-2004. Field: Translation. Special interest in one or more of the following areas is desirable: general translation, specialized translation, theory of translation. Tasks: The successful applicant will be required to teach at the undergraduate level and possibly at the graduate level, in English and/or in French, according to the needs of the School. Minimum qualifications: PhD or equivalent, or almost completed in Translation Studies or a related field. Experience in university teaching is a definite advantage. Professional experience would also be desirable. English speaking as well as French speaking applicants will be considered. Salary: In accordance with the collective agreement. Deadline for applications: May 30, 2003. Starting Date: July 1, 2003. Letters of application, accompanied by a detailed and up-to-date curriculum vitae and the names of three referees, should be sent to: Jean Delisle, Director, School of Translation and Interpretation, University of Ottawa, 70 Laurier East, Ottawa ON, K1N 6N5. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Ottawa has an Employment Equity Program and strongly encourages applications from men.

VIRAL GENOMICS

■ **THE UNIVERSITY OF GUELPH** — The College of Biological Sciences invites applications for a University Research Fellowship. The position offers a 5-year term (non-tenure track) and is established by funding from the Ontario Research and Development Challenge Fund. We are seeking an individual with a commitment to establish a vigorous and outstanding, independent research program in the area of viral genomics, including its application to epidemiology and studies of population dynamics. The successful candidate will be eligible to seek external funding from federal granting agencies and is expected to be involved in graduate education. This position will complement our broad-based research programs in the biological sciences and the appointee will be expected to establish connections on campus and with government agencies such as Health Canada and the Canadian Food Inspection Agency. The University of Guelph is a research-intensive institution and the College of Biological Sciences has over $15 million of external research funding supporting a wealth of highly skilled graduate students and postdoctoral fellows. In 2004, the College will begin a phased relocation to a new Science Complex providing an outstanding multi-disciplinary research environment with ready access to state-of-the-art major infrastructure housed within central facilities. Applicants should have a PhD in relevant discipline in the biological sciences, a minimum of two years of related postdoctoral experience, and a strong record of research reflected by publications derived from PhD and postdoctoral periods in high impact journals. Preference will be given to applicants with a proven track record in genetic and phylogenetic analyses, evolutionary relationships, and epidemiological modeling. Applicants should forward their curriculum vitae, names and contact information for three referees, a one-page description of their research program, and representative publications to: Dr. Chris Whitfield, Chair, Search Committee, Department of Microbiology, University of Guelph, Guelph, Ontario, Canada N1G 2W1. The deadline for applications is June 20, 2003; however, the search will continue until a successful candidate has been found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. For more information about the University of Guelph, visit our Web site at www.uoguelph.ca. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

VISUAL ARTS

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Department of Visual Arts invites applications for a limited-term appointment (September 1, 2003- August 31, 2004) in Art History at the rank of Assistant Professor or Lecturer. The successful candidate will have a PhD or A.B.D., teaching experience, and specialize in Canadian and Modern art history. The position will include teaching the following courses, and mentoring students in the MA program: VAH 276E — Candadian Art to WWI; VAH/VAS 380E — Art Criticism; VAH 475G — Canadian Seminar; VAH 040 — History of Western Art (Summer Session). Curriculum vitae and names of three references should be sent with application by June 15, 2003, to Professor Patrick Mahon, Chair, Department of Visual Arts, The University of Western Ontario, London, Ontario, Canada, N6A 5B7 (Phone: 519-661-3440; Fax: 519-661-2020). Positions are subject to budget approval. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

WOMEN'S STUDIES

■ **THE UNIVERSITY OF WINNIPEG** — The Women's Studies Programme invites applications from qualified women and men for a 12-month sessional position at the rank of Assistant Professor. This appointment is effective July 1, 2003, and is subject to budgetary approval. Salary is commensurate with qualifications and experience. Applicants should have a PhD completed or very near completion. The successful candidate must have a strong commitment to undergraduate teaching in interdisciplinary Women's Studies. Courses to be taught include Introduction to Women's Studies, as well as Feminist Research Methodologies and Feminist Theory. The successful candidate may also be called upon to teach a Popular Culture course as well as upper-level courses in Feminist Theory and a Special Issues course, possibly outside her/his area of specialization. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, Aboriginal persons and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents. Interested candidates should send a curriculum vitae, three letters of references, a sample of course outlines you have developed or taught and/or a sample of research to: Dr. Fiona Green, Co-ordinator, Women's Studies Programme, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, R3B 2E9. Fax: (204) 774-4134. Email: f.green@uwinnipeg.ca. The deadline for applications is May 30, 2003.

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INDIGENOUS PEOPLES' HEALTH RESEARCH CENTRE

IPHRC

Saskatchewan Indian Federated College

Research/Faculty Positions

The Indigenous Peoples' Health Research Centre (IPHRC) is inviting applications for three Research/Faculty positions at the rank of Assistant or Associate Professor depending on the background and experience. Individuals hired will join the developing team of Aboriginal Health Researchers in IPHRC. IPHRC is a collaboration between Saskatchewan Indian Federated College, University of Regina and the University of Saskatchewan, with broad support from various health boards and Aboriginal health organizations. The program is supported by the Institute for Aboriginal Peoples Health (IAPH), one of the institutes of the Canadian Institutes of Health Research (CIHR) and the Provincial Government. Funding provided to IPHRC is primarily focused on building leadership and capacity in health research among Aboriginal people and Aboriginal institutions. IPHRC will develop a research foci that includes four identified theme areas including:

1. Chronic Diseases, nutrition and life style;
2. Indigenous Healing: addiction (including FAS), mental health and the judicial system;
3. Health delivery and control (includes, for example, ethics, community development and governance);
4. Prevention and environment health

Position Description/Responsibilities

As a member of the Indigenous Peoples' Health Research Centre, the Researcher/Faculty member will be an essential component of the IPHRC team and will contribute to carrying out the centre's research agenda. Undertaking essential research responsibilities as a primary investigator. All projects undertaken by IPHRC shall be in cooperation with communities and will emphasize capacity building in Aboriginal health research by individuals, communities, and institutions.

Qualifications

The preferred candidate will hold a PhD or equivalent in a health/social science field or related area and have a research program that aligns with at least one of the four theme areas identified above.

Location

Positions are available in Regina and Saskatoon and individuals successful in the competition will have the opportunity to have their faculty home in one of the Universities in the consortium with Associate appointments in the other institutions.

Application

Preference will be given to First Nations, Aboriginal, and other designated group members (S.H.R.C. #693-13); therefore, please also indicate your status on your cover letter.

Interested candidates are asked to submit a covering letter, outlining their research interests and strengths, a full CV, the names and contact information of three individuals who are in a position to provide a professional reference and a brief statement on why you can contribute to a collaborative, interdisciplinary research on Aboriginal health and social issues. Applications will be accepted until May 31, 2003 or until positions are filled. Please submit to:

Dr. Ralph Nilson – Director, IPHRC
RM 118 College West, University of Regina
Regina, SK S4S 0A2
Ph. (306) 585-4876
Fax (306) 585-5694
Email: milson@sifc.edu
website: http://www.sifc.edu

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Memorial University of Newfoundland

TENURE-TRACK POSITIONS
Department of Psychology

Clinical Psychologist

Applications are invited for a tenure-track position at the rank of Assistant Professor in Clinical Psychology. We are seeking an individual with a strong research record, appropriate to his/her academic experience, and strong commitments to teaching, research and the supervision of students. The individual should be eligible for registration as a psychologist in Newfoundland and Labrador within two years of the start of the appointment.

Social Psychologist

Applications are invited for a tenure-track position at the rank of Assistant Professor in Social Psychology. We are seeking an individual with a strong research record, appropriate to his/her academic experience, and strong commitments to teaching, research and the supervision of students. In addition to the usual degrees, the department has a very successful cooperative masters in Applied Social Psychology.

• • •

The appointees will be expected to teach at all levels within the department's programs and candidates with an interest and expertise in teaching at the introductory level will be preferred. A tenure-track appointment at the rank of Assistant Professor will be offered to successful candidates who have completed the PhD degree; otherwise, a 3-year contractual appointment will be offered with automatic conversion to a tenure-track appointment on completion of the doctorate.

Applicants should send a curriculum vitae, a clear, short statement of academic interests, selected reprints and the names of three referees to **Dr. John Evans, Head, Department of Psychology, Memorial University of Newfoundland, St. John's, Newfoundland and Labrador, A1B 3X9.** The appointment will begin on September 1st 2003 or as soon as possible thereafter. The Search Committee will start examining applications on June 16th and continue until the positions are filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life and easy access to a wide range of outdoor activities.

Memorial University is part of a lively, local scientific and engineering community which maintains an inventory of available positions for qualified partners. Partners of candidates for this position are invited to include their resume for possible matching with other job opportunities.

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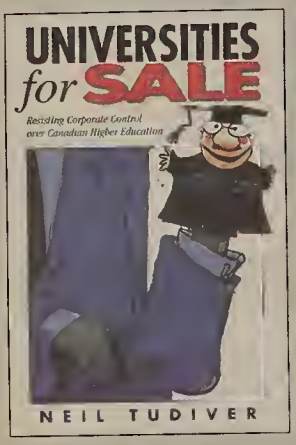

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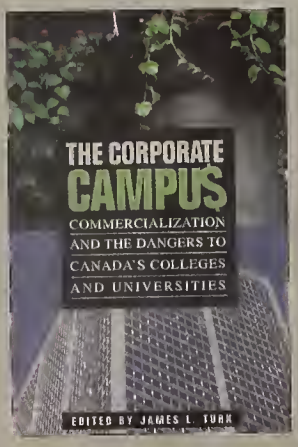

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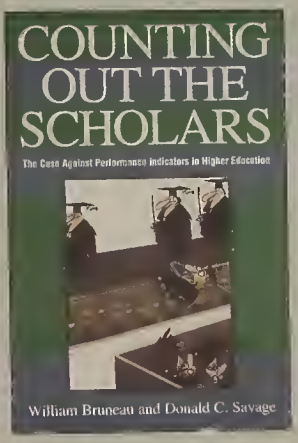
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The Case Against Performance Indicators in Higher Education
William Bruneau and Donald C. Savage

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